BOARD OF TRADE.—STRIKES AND LOCK-OUTS.
(LABOUR DEPARTMENT.)

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REPORT

BY THE

CHIEF LABOUR CORRESPONDENT

ON THE

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STRIKES AND LOCK-OUTS OF 1895.

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on 31 October, 2019

TO THE CONTROLLER-GENERAL OF THE COMMERCIAL, LABOUR, AND STATISTICAL DEPARTMENTS OF THE BOARD OF TRADE.

SIR,

I HAVE the honour to present herewith the Eighth Annual Report by Mr. Burnett, the Chief Labour Correspondent of the Department, with regard to the Strikes and Lock-outs of 1895.

As in the last Report, a special section is incorporated with Mr. Burnett's Report dealing in detail with the settlement and prevention of disputes by Arbitration and Conciliation.

It is satisfactory to find from the Report that the Labour Disputes of 1895 show a material diminution compared with previous years, whether judged by the number of stoppages, the number of persons affected, or the aggregate duration of the disputes.

In spite of the important disputes in the boot and shoe and engineering trades which took place during the year, the total number of working days lost through strikes and lock-outs in 1895 has been the smallest recorded during the period of six years for which comparative figures exist.

I am, &c.

H. LLEWELLYN SMITH,

Commissioner for Labour.

Labour Department,
Board of Trade.

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REPORT BY THE CHIEF LABOUR CORRESPONDENT TO THE BOARD OF TRADE.

In presenting the Eighth Annual Report on Labour Disputes in the United Kingdom, which, it may be observed, is issued at an earlier date than has hitherto been possible, but few remarks are required as preliminary to the report itself. The arrangement of the volume has now assumed a definite shape, and such alterations in detail as are deemed desirable are so slight in character as to call for no special remark. All therefore that is necessary is a few words of explanation as to the general plan of the volume, and the sources from which the information used for the report is obtained.

As to the plan of the report, all the facts of importance in connexion with the disputes of the year, so far as these are ascertainable, are divided into sections, classified and tabulated in detail in the appendices which occupy the greater part of the volume; while the details supplied by these tables are summarised and digested in the first or analytical section of the report. There are also special appendices which supply the notes and observations of the parties themselves as to certain special facts or features of interest in connection with many of the disputes, and another appendix shows in considerable detail the special work done in settling disputes by boards of conciliation and arbitration.

The manner in which all this information is obtained by the Department has undergone no change since last report, though the means of obtaining full particulars have gradually been improved and extended. In the first place a close watch is kept upon all the sources from which any account or notice of labour disputes is likely to be obtained. These sources include among other local and trade papers, trade union reports, employment returns from employers of labour, and, in addition, the personal knowledge and reports of the local correspondents of the Department. So well is the whole field of national industry covered in this way that it is impossible for any important dispute to escape observation. There are, of course, a few disputes of purely local interest of a brief duration, and affecting but small numbers of persons, about which full details may not always be obtainable, but these are so few and so unimportant that they may be treated as a negligible quantity. After knowledge of the existence of a dispute is obtained from any of these sources, a series of questions is forwarded to the parties concerned on each side. The nature of these questions has frequently been explained in previous reports, and is indicated with sufficient clearness in the tables which form part of this volume. This method offers to the disputants an opportunity of stating their respective cases, and, if their answers differ, an attempt is made so far as possible to reconcile important discrepancies.

With a view to obtain particulars as to the disputes of 1895, 1,265 schedules for the statement of details were sent out to employers of labour and their associations. Of these 657 were filled in and returned, while in 97 cases letters of apology or explanation were sent in to the Department. This makes a proportion of replies received of 59·6 per cent., as against 57 per cent. in the previous year. To trade unions or other bodies of workmen involved in disputes, 828 schedules of questions were addressed. These were filled in and returned in 527 cases, while there were letters of explanation or apology in 30 other cases, a total of 557 replies, which is a per-centage of 67·3, compared with 65 in the year preceding. The difference between the number of schedules sent out to employers and to workmen is due to the fact that in more or less general disputes schedules would be sent out to a considerable number of firms, while only one might be sent out to the trade union concerned.

It was also necessary, in connection with the above-named applications, to send out 1,101 reminders and upwards of 150 supplementary inquiries.

In these various ways very full information has been obtained as to 876 disputes, affecting 2,753 establishments and 263,758 workpeople, as to which specific information is supplied in the following pages.

I.—GENERAL STATISTICAL SUMMARY.

Though in the early months of 1895 the state of employment seemed to show a decline, during the spring and summer months signs of improvement became manifest, and month by month the unemployed members on the books of trade unions making returns to the Department gradually decreased in number. The average per-centage of members returned as unemployed by those unions was 5·8, against 6·9 in the preceding year, the per-centage at the close of each month ranging downwards from 8·2 in January to 4·8 in December. The general inclination of the demand for labour being thus indicated early in the year, there was a natural tendency to peaceable relations between employers and employed.

In all there were 876 disputes resulting in stoppage of work during 1895, involving 263,758 workpeople, as against 1,061 disputes and 324,245 workpeople in 1894. So far as can be ascertained the disputes of 1895 were confined to 2,753 establishments, as compared with 3,713 in the previous year. The largest proportion of disputes furnished by any one group of trades is that of the building trades, which had 197 disputes. This is somewhat over one-fifth of all the disputes, but their comparative unimportance is shown by the fact that they embraced only about one twenty-sixth of the total persons involved.

The mining and quarrying group had 191 disputes, or 21·8 per cent. of the total, but they supplied 32 per cent. or almost one-third of the persons engaged in all the disputes of the year.

The metal trades group, which (including both engineering and shipbuilding) had a total of 176 disputes, which is just about one-fifth of all the disputes, and these embraced 17·5 per cent. of all the persons. If this group be broken up into further sections, it is found that iron and steel manufacture forms but a small element in the disputes of this group, a fact doubtless due to the existence of conciliation boards in the chief centres of the trade. Shipbuilding and engineering having much in common may be taken together, and it is found that they form a group with not only a large total of disputes, but also a high proportion of persons. They had 102 disputes, 56 of which were in shipbuilding. In number of persons affected, however, engineering largely exceeded shipbuilding.

The textile trades are responsible for 132, or 15 per cent. of the disputes, but with 21·8 per cent. of the total persons, which is chiefly due to a general turn-out in the Dundee jute trade.

Owing to the important dispute in the boot and shoe trade, and to disputes in the hosiery trade, the clothing trades, with a proportion only of 6 per cent. of the disputes, had 21·6 per cent. of all the persons.

None of the other groups call for special comment, but full details as to every trade will be found in the summary on pp. 42–44.

The chief causes and objects of dispute were much the same during 1895 as in previous years. It may now be taken as a general principle that most disputes arise on questions connected with wages. Thus 453, or 51·7 per cent. of the disputes of the year, were about wages, and these included 54·3 per cent. of the total persons, as against 72·4 per cent. in 1894. The general tendency of the wages movement of the year is shown by the fact that 66·2 per cent. of the persons engaged in wages disputes struck in support of demands for advanced wages, as compared with 49·8 per cent. in the previous year. Strikes about hours of labour were of little or no importance, and affected only 2,858 persons, as against 6,105 in the previous year.

As regards the success or failure of the workpeople concerned, it is found that of the 876 disputes of the year 303 or 34·6 per cent. were successful as against 35 per cent. in 1894. In these 303 successful disputes 24 per cent. of all the persons affected during the year were involved, against a per-centage of 22·1 in the preceding year. The proportion of absolute success is therefore somewhat higher than for 1894. There were 206, or 23·5 per cent. partially successful disputes involving 47 per cent. of the total persons, as against 23 per cent. of disputes and 34·2 per cent. of total persons in the

previous year, which again shews a higher average of partially successful results. In 343 cases the disputes were entirely unsuccessful. This is 39 per cent. of the total disputes as against 36 · 7 per cent. in 1894, but the per-centage of persons involved was only 28 as compared with 42 in the year before. Thus the average of success was higher, and of failure lower than the previous year, a fact to be anticipated with a rising labour market.

Analysing further the disputes of the year to ascertain to what extent success or otherwise attended upon disputes for special causes or objects, we find that of the total wages disputes 31 · 6 per cent. were successful as against 32 · 3 per cent. in the previous year, but as to numbers of persons concerned in such disputes the per-centage of 1895 was 24 · 6 against 13 · 3 for 1894. Partial success in wages disputes was obtained by 39 · 6 per cent. of persons engaged, a figure which very nearly agrees with that of 1894, when the per-centage was 39 · 8.

In the unsuccessful wages disputes 34 · 8 per cent. of the total persons involved in all wages disputes, were concerned as against 45 · 6 in 1894.

Dividing wages disputes into those for advance and those against reduction of wages it is seen that 58 · 9 of all the wages disputes of 1895 with 66 · 2 per cent. of persons were for advances, as compared with 51 · 6 per cent. of disputes, and 49 · 8 per cent. of persons in 1894. Of persons involved in these advance disputes 25 · 4 per cent. were successful, as compared with 13 per cent. the year before; 30 per cent. were partially successful as against 15 · 8 per cent. in 1894; while 44 · 2 per cent. were defeated as against 70 · 1 per cent. in 1894. Resistance to reduction of wages caused 186 stoppages, or 41 per cent. of total wages disputes, with but 33 · 8 per cent. of persons, as compared with 46 · 5 per cent. of cases and 46 · 5 per cent. of persons in the preceding year. Of the persons involved in this class of dispute 23 · 2 per cent. succeeded, compared with 13 · 5 per cent. in 1894. The proportion partially successful in resisting reductions was 58 · 4 per cent., as compared with 68 · 1 per cent. for 1894. Entirely unsuccessful stoppages against reduction of wages involved 16 · 4 per cent. of persons as compared with 16 · 7 per cent. in 1894.

The small number of disputes (12) as to hours of labour, were, as a rule, unsuccessful in the case of demands for reduction of hours, but successful in the case of resistance of extension of hours.

Disputes as to working arrangements formed 23 · 3 per cent. of all the disputes of the year and embraced 32 per cent. of total persons as against 20 · 6 and 11 · 6 per cent. in the previous year. Success was obtained in such disputes by 17 · 8 per cent. of persons as against 39 · 8 per cent. in 1894, but 65 · 8 per cent. obtained partial success as compared with 32 per cent. in the preceding year, while 16 per cent. of persons had no success whatever, as compared with 24 · 2 per cent. the year before. Disputes from other causes and their relative success or failure are not sufficiently important to call for special comment and are fully set out in the summary table on p. 48.

As to the amount of success obtained in disputes by special trades, the building, furnishing, and other wood-working groups had 227 disputes, of which 45 · 3 per cent., including 47 · 6 per cent. of persons concerned in them were successful, as compared with 43 per cent. of disputes, and 27 · 3 per cent. of persons in 1894, a degree of success considerably higher than the general average. This group of disputes was chiefly made up of questions as to wages, and in this class the operatives were again largely successful.

The mining section was again relatively unsuccessful in its disputes. Of a total of 191 disputes, but 41 were successful, and these only included 19 · 6 per cent. of persons as compared with 17 · 3 per cent. in 1894. Partial success, however, attended 58 · 3 per cent. of persons engaged in the disputes of this group as against 35 · 6 in the previous year. In the metal and shipbuilding group of trades 45 · 5 per cent. of persons were successful as against 31 · 3 in 1894, while only 20 · 6 per cent. were quite unsuccessful as against 36 · 5 in the year before. In these trades the disputes were chiefly for advanced wages, and as such were largely successful. In the textile trades the workpeople achieved but a small measure of actual success, only 23 · 6 of persons succeeding in their objects against 32 · 6 per cent. in the preceding year, while 66 per cent. were entirely unsuccessful, compared with 45 per cent. in 1894.

The magnitude and importance of the disputes of the year may be measured by the number of persons engaged in them and by their duration. It is again noticeable under this head, that a very small number of disputes really make up a very large

proportion of the persons involved. Thus, it is found, that 4·2 per cent. of the total disputes embraced no less than 60·9 per cent. of the total persons concerned, while the remaining 95·8 per cent. of disputes only supplied 39·1 per cent. of the persons. In like manner it is found that the six principal disputes furnish more than one half (53·5 per cent.) of the aggregate number of working days lost in all the disputes of the year. The aggregate number of days lost through disputes in 1895 was 5,542,652, compared with 9,322,096 in 1894, and 31,205,062 in 1893. The average duration per head of disputes in 1895 was 21·6 days as against 29·5 in the preceding year. Thus, therefore, while the results of disputes were somewhat more favourable to the operatives than in 1894, the shorter average duration shows them to have been less expensive to all concerned. The value of the aggregate number of working days lost, worked out as wages, would amount to about 1,120,000*l.* compared with 2,000,000*l.* in 1894. Owing to the dispute in the boot and shoe trade, the clothing group shows the highest aggregate number of working days lost.

The more generally successful character of the disputes of the year to the operatives is reflected in the modes of settlement. The percentage of persons concerned in the disputes of 1895, which were settled by one or other of the modes of conciliation and negotiation, was 74·8, as against 56·7 in 1894, while, in the cases of submission of workpeople, and replacement of hands, which may be taken as indications of utter defeat, only 21 per cent. of persons were concerned as compared with 47 per cent. in 1894.

Details were furnished by 127 firms employing 17 per cent. of all the persons affected during the year, showing an amount of fixed capital laid idle of 6,805,619*l.*, while in 103 disputes there was an outlay for closing, maintaining and reopening works of 29,147*l.* In eleven disputes the amount of support contributed to employers by associations was 1,362*l.* In support of 250 disputes trade unions of workmen report an expenditure of 29,032*l.*, a sum which must not, however, be taken as the total dispute expenditure of the year.

II.—STATE OF THE LABOUR MARKET.

(a.) Its Relation with Disputes.

It has been frequently pointed out in these reports, that there is a direct connection between the state of the labour market, the frequency or otherwise of disputes, and some of the leading characteristics of such disputes. It is unnecessary to repeat, year after year, all that has been said on this point, for which reference may be made to the Report for 1893, p. 10.

It is now only desirable to summarise very briefly the conclusions arrived at. The statistics of labour disputes now available show that conflicts between capital and labour are most numerous in what may be termed transition states of trade. When work is being carried on under clearly ascertained conditions, and when there can be little doubt as to the general tendency of the labour market, differences of opinion as to conditions of labour are much more easily adjusted without conflict than when it is doubtful what the state of trade really is. For instance, after a period of depression, and when there are indications of revival, workmen are naturally desirous of improving the conditions under which they are working, and to which they may have been reduced during the period of bad trade. Revival is, however, a gradual process, and there may often be reasonable doubt as to its reality or as to its extent. This state of uncertainty as to the conditions which affect the demand for labour leads inevitably to those differences of opinion which result in stoppages of work. In like manner when trade begins to fall away and fresh orders cease to come in, there is a tendency for wages to fall, and, the conditions being doubtful, conflict again results. But, when trade has become undoubtedly prosperous, and the per-centage of unemployed labour is continuously low, the claims of the workmen are much more readily conceded, and conflicts become less frequent and of shorter duration. When trade is depressed and has reached an unmistakably low level, the same principle applies in the opposite way. It may therefore be taken for granted not only that there is a clear relation between the number of disputes and the state of the labour market, but that this relation also extends to other characteristics of disputes, such as their causes and objects, their duration, and their success or otherwise.

(b.) Indications of the State of Demand for Labour.

Anything, therefore, which helps to throw light upon the state of the labour market must tend to mitigate the uncertainty which is so fruitful a cause of labour disputes. The methods employed by the Labour Department to test the state of the labour market have been fully explained in previous reports.

Among these methods one of the most important is the compilation of monthly returns from important trade societies as to the number of their members unemployed.

The following statement shows the fluctuations which have taken place in the state of employment during the nine years 1887–95, so far as shown by these returns:—

STATEMENT showing the PER-CENTAGE NUMBER of MEMBERS of the TRADE SOCIETIES in the UNITED KINGDOM, rendering Returns to the BOARD of TRADE, who were returned as UNEMPLOYED at the close of each Month in the undermentioned years.

Month.	1887.	1888.	1889.	1890.	1891.	1892.	1893.	1894.	1895.
January - -	10·3	7·8	3·1	1·4	3·4	5·0	10·0	7·0	8·2
February - -	8·5	7·0	2·8	1·4	2·6	5·7	9·5	6·3	7·9
March - - -	7·7	5·7	2·2	1·7	2·8	5·7	8·7	6·5	6·5
April - -	6·8	5·2	2·0	2·0	2·7	5·4	6·9	6·1	6·5
May - - -	8·5	4·8	2·0	2·0	3·0	5·9	6·2	6·3	6·0
June - -	8·0	4·6	1·8	1·9	2·9	5·2	5·8	6·3	5·6
July - - -	8·5	3·9	1·7	2·3	3·3	5·0	6·2	7·4	5·3
August - -	8·3	4·8	2·5	2·3	4·2	5·1	7·1	7·7	5·2
September - -	7·5	4·4	2·1	2·6	4·5	6·2	7·3	7·6	4·9
October - -	8·6	4·4	1·8	2·6	4·4	7·3	7·3	7·4	4·9
November - -	8·5	3·1	1·5	2·4	3·8	8·3	7·2	7·0	4·3
December - -	6·9	3·3	1·7	3·0	4·4	10·2	7·9	7·7	4·8

These figures are obtained from actual returns sent in by the trade unions, but it should be pointed out that since 1893 the number of unions supplying particulars has been gradually increasing. Some of those added to the list have, however, represented trades in which, for some reason or other, the ordinary percentages of unemployed is not so high as in the trades covered by the earlier years of this table. This should be remembered when comparing the earlier and the later columns of the table, the percentages of the earlier years being slightly too high for comparison with those of the three later years. The difference however is not sufficient to impair the general value of the comparison.

(c.) Fluctuations in Groups of Trades.

The following statement further analyses the returns from trade unions for certain groups of trades:—

STATEMENT showing the PER-CENTAGES of UNEMPLOYED MEMBERS of certain TRADE SOCIETIES at the end of each Month, 1887–1895, by GROUPS of TRADES.

Trade.	Year.	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	Yearly Averages.
1. Shipbuilding, General Engineering, Trades: Iron and Steel.	1887	11·4	9·5	9·3	7·9	8·2	9·5	9·3	9·1	9·3	9·8	10·5	9·5	9·44
	1888	9·2	7·8	6·5	5·9	5·8	5·5	6·7	5·3	5·4	5·3	4·5	3·6	5·96
	1889	3·3	2·8	2·6	2·0	2·2	2·6	2·1	1·9	2·1	2·7	1·6	1·4	2·27
	1890	1·8	1·3	1·2	1·6	1·7	2·1	2·2	2·6	2·6	3·3	3·1	3·0	2·2
	1891	3·2	3·5	2·8	3·1	3·4	3·7	3·4	4·3	5·2	5·5	6·1	5·3	4·12
	1892	5·5	6·1	7·2	7·5	7·2	7·0	7·3	7·1	7·3	8·7	10·5	11·1	7·7
	1893	12·0	11·6	10·8	10·4	10·5	10·0	10·7	11·4	12·2	12·2	12·4	12·6	11·4
	1894	10·7	9·7	10·5	10·1	10·0	9·9	12·0	12·5	12·4	12·3	11·5	12·3	11·2
	1895	11·4	10·7	9·2	8·7	8·1	7·8	7·5	7·3	7·2	7·6	6·4	6·7	8·2
2. Building Trades	1887	8·7	10·8	8·2	6·7	3·5	4·6	4·9	4·3	3·8	4·6	4·7	6·1	5·9
	1888	8·4	10·1	10·7	8·5	5·2	3·5	2·8	3·3	3·4	3·3	3·2	3·3	5·48
	1889	6·0	6·7	6·4	4·7	3·7	1·9	1·7	1·7	1·5	1·5	1·6	1·7	3·26
	1890	3·3	3·0	3·0	2·8	2·0	1·6	1·8	2·0	1·5	1·4	1·5	1·9	2·15
	1891	5·0	5·5	3·0	2·8	1·5	2·5	1·9	1·1	1·9	1·3	1·4	1·5	2·45
	1892	3·3	3·8	4·4	4·5	2·8	2·3	2·3	2·1	2·1	2·4	3·2	3·0	3·0
	1893	6·1	5·0	3·8	2·5	2·5	2·6	2·8	2·8	3·1	3·9	4·0	6·5	3·8
	1894	7·3	4·4	3·8	3·1	3·6	3·8	3·6	3·2	3·6	3·8	4·2	5·7	4·1
	1895	8·2	10·1	4·9	3·3	2·5	2·5	2·4	1·8	1·6	1·9	2·1	3·8	3·8
3. Cabinet and Furnishing Trades.	1887	6·4	7·5	5·5	3·7	3·3	1·8	3·5	4·3	4·6	4·7	6·0	5·1	4·7
	1888	6·0	4·3	2·5	2·2	3·3	4·2	3·3	3·5	3·6	3·5	2·5	3·0	3·5
	1889	5·0	5·0	4·2	2·5	2·0	1·3	1·3	1·5	1·4	1·8	1·4	1·0	2·37
	1890	1·4	1·8	1·4	1·1	1·0	0·8	0·8	1·7	1·7	4·0	1·5	1·9	1·6
	1891	1·5	3·0	2·5	2·6	1·0	1·1	2·0	1·7	2·7	2·9	1·3	1·5	1·98
	1892	1·5	5·8	5·7	5·0	4·3	4·0	2·7	2·7	2·7	3·5	2·5	2·5	3·57
	1893	5·7	5·9	5·1	3·8	2·1	3·3	4·4	3·7	4·0	4·4	4·0	4·9	4·3
	1894	5·7	4·8	4·2	3·2	3·8	4·4	4·7	4·9	4·7	4·6	4·5	6·3	4·7
	1895	6·7	7·2	4·7	3·4	2·5	2·4	3·0	2·7	2·6	2·6	2·9	4·4	3·8
4. Printing and Book Trades.	1887	3·0	2·1	0·82	2·0	1·3	1·7	2·0	4·6	6·4	7·0	2·6	0·7	2·85
	1888	0·7	2·3	2·1	2·0	2·0	1·4	1·7	4·3	4·4	4·2	3·0	0·9	2·41
	1889	1·5	2·3	1·5	1·2	1·6	1·6	2·7	2·6	4·1	6·7	2·7	0·9	2·45
	1890	1·8	1·9	1·6	1·6	0·8	1·9	1·7	2·5	5·0	4·1	1·8	2·0	2·22
	1891	3·7	3·0	1·8	4·8	2·25	2·7	4·3	4·3	8·0	7·0	4·3	1·7	3·98
	1892	4·6	5·0	2·9	2·9	2·3	3·4	3·2	4·3	4·3	7·7	6·3	3·7	4·3
	1893	3·8	3·3	2·8	2·6	2·6	2·8	3·0	6·3	6·3	5·2	3·8	6·0	4·05
	1894	6·1	5·7	5·4	4·9	6·0	6·4	6·1	7·5	6·5	5·1	3·7	4·5	5·6
	1895	5·3	4.8	4·9	5·4	5·6	5·5	4·1	6·7	5·7	3·8	2·5	4·1	4·9

(d.) General State of Employment in 1895.

The state of the labour market during the early months of the year showed no improvement upon the condition of things in the preceding year. Indeed, at first the percentages of unemployed members of these trade unions was somewhat higher than in the corresponding months of 1894. It was not until May that decided indications of improvement were visible, and during April and May there was a considerable increase in the number of trade disputes, the number having risen from 68 in January, affecting about 15,000 persons, to 94 in May, affecting over 20,000 persons.

This increase was, of course, largely due to disputes in the various branches of the building trade. Other trades, however, were largely affected by the spring improvement in employment, and by disputes arising in consequence of the change.

For the remainder of the year the improvement in the demand for labour continued, but the tendency to acute disputes diminished steadily (except in September and October, when the prosperous state of the engineering and kindred trades caused a considerable increase in the number of disputes) until December, when there were only 46 stoppages of work recorded, affecting 46,527 persons. By November the percentage of unemployed members of trade unions had fallen to 4·3, the lowest figure reached since the close of 1891, so that the certainty of a strong improvement in trade was clearly manifested.

(e.) Number and Importance of Disputes as shown by Months.

In order that the relation of disputes to the fluctuations of the labour market may be observed, the following table showing the number and importance of the disputes arising in each month of 1895 is here given:—

STATEMENT showing the NUMBER of LABOUR DISPUTES reported as occurring in each MONTH of 1895, with the NUMBER of PERSONS affected where known, classified according to GROUPS of TRADES.

MONTH.	Building Trades.			Clothing Trades.			Metal Trades.			Mining.		
	Total Disputes occurring.	Total in which No. affected is known.	Number of Persons affected by Disputes in previous Column.	Total Disputes occurring.	Total in which No. affected is known.	Number of Persons affected by Disputes in previous Column.	Total Disputes occurring.	Total in which No. affected is known.	Number of Persons affected by Disputes in previous Column.	Total Disputes occurring.	Total in which No. affected is known.	Number of Persons affected by Disputes in previous Column.
January	12	11	438	4	4	408	18	18	2,930	17	17	9,953
February	6	5	76	6	6	429	25	23	2,362	15	13	3,867
March	18	17	1,125	6	6	46,231	11	11	3,976	16	16	6,112
April	33	33	2,840	2	2	170	17	15	3,926	19	19	6,613
May	33	32	2,063	5	5	2,987	15	14	1,749	19	19	8,974
June	19	19	872	3	3	463	12	12	1,369	16	16	3,038
July	17	17	1,223	5	4	4,770	13	13	10,280	15	15	6,974
August	8	7	208	2	2	46	13	12	1,188	20	20	10,061
September	17	17	432	9	9	318	14	14	2,696	15	15	5,687
October	21	19	394	5	5	442	16	15	8,236	18	18	10,671
November	3	3	44	4	4	421	13	13	6,218	8	8	8,349
December	10	10	183	2	2	393	9	9	1,384	13	13	3,580
Total	197	190	9,898	53	52	57,078	176	169	46,314	191	189	83,879

(*Continued.*)

MONTH.	Textile Trades.			Transport.			Miscellaneous Trades.			Total.		
	Total Disputes occurring.	Total in which No. affected is known.	Number of Persons affected by Disputes in previous Column.	Total Disputes occurring.	Total in which No. affected is known.	Number of Persons affected by Disputes in previous Column.	Total Disputes occurring.	Total in which No. affected is known.	Number of Persons affected by Disputes in previous Column.	Total Disputes occurring.	Total in which No. affected is known.	Number of Persons affected by Disputes in previous Column.
January	10	10	926	1	1	14	6	6	341	68	67	15,010
February	5	5	746	2	2	85	3	3	69	62	57	7,634
March	8	8	1,335	3	3	2,218	14	14	139	76	75	61,136
April	6	6	451	2	2	170	11	11	508	90	88	14,678
May	11	11	2,429	3	3	504	8	8	1,743	94	92	20,419
June	15	15	7,675	2	2	300	9	9	780	76	76	14,497
July	8	8	996	4	2	49	8	7	74	70	66	24,366
August	16	15	34,949	2	2	68	7	7	388	68	65	46,908
September	13	13	2,818	2	2	314	8	7	98	78	77	12,363
October	20	18	3,281	7	7	397	10	9	481	97	91	23,902
November	15	15	1,104	1	1	24	7	6	128	51	50	16,288
December	5	5	705	1	1	120	6	6	162	46	46	6,527
Total	132	129	57,415	30	28	4,263	97	93	4,911	876	850	263,758

In this summary it is seen that the only group of trades which may be said to be subject to well marked seasonal influences in its dispute movements is the section formed by the building trades. These trades generally take advantage of the spring and early summer months in making requests for the improvement of their position. The working agreements now so common between employers and workmen in these trades are often arranged to be terminable at this period of the year, and thus, naturally, the greatest number of disputes then arise.

The monthly variations in the number of disputes, and persons affected thereby in the mining industries, are slighter than in any other group.

III.—PRINCIPAL DISPUTES OF THE YEAR.

The largest and most important dispute of 1895 took place in the boot and shoe trade, and there were also serious troubles in the hosiery section of the clothing trades. In addition to these, calling for special notice, were serious stoppages in the manufactured iron, engineering, shipbuilding, tin plate, and coal mining industries. In mining there was no dispute of national importance, but some of the local disputes of this trade were important in point of numbers and of duration, while the total number of mining strikes and the aggregate of persons concerned in them was very considerable. In the building trades the number of disputes arising was large, but the aggregate of persons involved in them was not great.

(a.) The Building Trades.

A special feature in the disputes in this group of trades is the large proportion of them which arises out of the desire to revise periodically the codes of working rules which now obtain in every important centre. These rules cover rates of wages, hours of labour, and all the chief conditions which prevail in the trade. They are generally the result of agreement between employers and employed. They are terminable as a rule in the spring of each year, when notices may be given of alterations which either party desires to propose. It is thus found that one of the most prolific causes of disputes in these trades (as shown by Appendix I.) is the demand for a code of working rules, or for a revision of an existing code, in most of which increased wages or reduced hours of labour, or both, are involved.

During 1895 there was a large number of disputes of this kind, chiefly in provincial towns, the object evidently being to raise conditions in those towns to the level of more favoured centres. Of this class of dispute the most important examples during 1895, whether from the number involved or duration, may be briefly referred to.

At Gosport on April 1st 200 bricklayers and labourers came out for an advance of 1*d.* per hour in wages and a code of working rules. They remained out until July 29th, and then returned to work at an advance of ½*d.* per hour, but without a code of working rules. At Colchester 70 bricklayers were out from the 1st April to 23rd September for an advance from 6½*d.* to 7*d.* an hour, but resumed work on the old conditions. At Dundee 325 joiners came out on March 1st for an advance from 7½*d.* to 8*d.* an hour and a revised code of rules, and three days later had their requests conceded. 400 joiners in Leicester ceased work on April 1st in pursuance of a demand for an advance of wages from 8*d.* to 8½*d.* per hour and a revised code of rules. After a stoppage of nine weeks the advance was conceded to them, and a modified code of rules was agreed to, this result being arrived at at a conference of the disputants presided over by Sir William Markby, who was nominated by the Board of Trade at the request of the parties. In Leeds 350 joiners were out during the whole of May for an advance from 8*d.* to 9*d.* per hour in wages and a reduction of six hours per week, obtaining an advance of ½*d.* per hour and a reduction in the hours of work in winter. At Swansea 350 joiners directly and 250 indirectly were involved in an unsuccessful dispute, which lasted from July 1st to October 11th, for an advance in wages of ½*d.* per hour and a new code of working rules. In the Manchester district 267 plasterers and labourers after a stoppage lasting from April 8th to June 15th obtained a revised code of working rules and an advance of ½*d.* per hour. A stoppage of five weeks in the plastering trade of Aberdeen, involving 200 men, for an advance of 1*d.* per hour, resulted in an advance of ½*d.* being obtained. At Harrogate after a stoppage of 16 weeks 200 stonemasons

succeeded in obtaining an advance of 1*d.* per hour and a reduction of working hours. The building trade operatives of Sevenoaks came out on April 6th for an advance of wages of ½*d.* per hour and a revised code of rules, and after a stoppage of three months obtained the concessions demanded.

In the Dundee district 220 painters came out on January 7th for an advance of ½*d.* per hour, and against proposed alterations in the code of working rules. The dispute went on until June 20th when such men as had not found work elsewhere resumed work on the old terms.

In Bury, in the same trade, 150 men were out three weeks for an advance of ½*d.* per hour and a revised code of working rules, both of which they obtained. In Dundee 275 masons' labourers were out from April 4th to June 1st for an advance from 5*d.* to 5½*d.* per hour, but were not successful.

Many of the remaining disputes in these trades arose out of real or alleged breaches of working rules, and there were also many arising from refusal to work with non-union men, but none of these are of sufficient importance to call for special mention, except, perhaps, that of 112 bricklayers in London against working with a free labour man. The stoppage lasted from September 5th to March 5th of the following year, when the men returned to work unconditionally.

(b.) Cabinet Making Trades.

In this group there was but one dispute during the year calling for observation. This was in the cabinet making trade of Glasgow. The total number of persons involved was not more than 1,500, but these were employed in not less than 160 establishments. The object of the dispute was to limit overtime to seven hours per week and to have it paid for at the rate of time and one half. There were also several lesser points involved, a full statement of which may be found on p. 267. The dispute lasted three weeks in May, the terms of the men being generally conceded.

(c.) Clothing Trades.

Owing to important disputes in the boot and shoe and hosiery branches, this group contributed largely to the total persons involved in the disputes of 1895. Indeed the peculiar character of the issues involved, the number of persons concerned, and the special steps taken to bring about a settlement, render the general dispute in the boot and shoe trade the most important and interesting of the year.

(1.) *The Boot and Shoe Trade Dispute.*

For some years past the methods of production in boot and shoe manufacture have been passing through rapid transformations, chiefly due to to the wider introduction of machinery of different kinds, and the application of mechanical processes to operations hitherto performed by hand. The transition from hand work to machine working has naturally raised important questions of principle, both with regard to the organisation of the trade, the classification of work and its distribution, and the rates and mode of remuneration.

The general introduction of machinery also caused a tendency to reduce the amount of work done in the homes of the operatives, and to establish a general factory system. These were all additional elements of complication in an industry in which the classification of work and modes of payment were already of a most complicated character. This state of things led to numerous local disputes in the different centres of the trade. With a view to prevent such disputes, resulting in stoppages of work, local boards of arbitration, and eventually a national conference of the trade, were established. For a while these institutions, the latter presided over by a disinterested chairman and umpire, succeeded in somewhat mitigating the evils of contention prevailing in the trade. Eventually, however, the differences between the employers as represented by their Federation on the one hand, and the workmen as represented by their trade union on the other, became too serious for settlement by the usual conciliatory methods. The conflict which resulted did not actually commence until the 9th March 1895, but the issues to be fought out had been gradually assuming definite form from the month of October in the previous year. Just previous to that date certain local disputes which had been referred to arbitration were not settled to the satisfaction of the operatives. In one case the order of Sir Thomas Wright, chairman of the National Conference, for certain men on strike to return to

work was not obeyed by the men, and he at once resigned his position as president. Thereupon a long correspondence ensued between the Federated Associations of Boot and Shoe Manufacturers of Great Britain and the National Union of Boot and Shoe Operatives. This led up to the issue on November 7th of a series of proposals from the Federated Associations to the Union of the Operatives, accompanied by a letter from the Chairman of the Federated Associations of which the following is the most important passage:—

"For some time past the operations of our General Conference and Local Arbitration Boards, as you must be aware, have not been satisfactory. Instead of remaining Boards of Conciliation and Arbitration, they have been largely used as a vehicle for the general abuse of manufacturers, and the introduction of propositions based upon extreme socialistic doctrines, encroaching upon the individual rights of manufacturers. In fact they have been made the easy means of raising disputes rather than settling them. The policy the Union has adopted in attempting to find work for the unemployed, by restricting the output and placing every obstacle in the way of the satisfactory operation of machinery, thus increasing the cost of production, is, in the opinion of the manufacturers, suicidal, calculated to materially reduce the demand, and to drive the trade into other countries where no such restrictions exist. These circumstances, coupled with the action of the Union in ordering illegal strikes, declining to carry out the awards of the Umpire, or in other cases seeking a re-hearing, or reading into the Award what obviously was never intended—make it impossible to go on under present conditions. The manufacturers, most of whom are men of small means, and who have invested their hard earned savings of years in their businesses, are determined not to stand idly by while their trade is ruined. Their propositions are put forward with the object of narrowing the issues and by affirming certain principles, to restrict the operation of the Conference and Arbitration Boards to the work for which they were originally intended. They are, I venture to think, reasonable and such as will commend themselves to all impartial persons; and for the sake of all concerned, I bespeak for them their favourable consideration and acceptance by your Executive."

The resolutions of the employers as finally laid before the operatives were as follows:—

"That the deliberate violation by the Workmen's Union of the rules of the conference, first, by ordering a strike at St. Albans on August 13th, and subsequently in the continuance of such strike until October 22, in defiance both of the decision of Sir Thomas Wright, as president of the conference, given on September 10th, and of his award as arbitrator of October 12th, declaring the strike illegal and directing its termination, has brought about the resignation of the President, and rendered inadequate the existing securities to employers for the quiet conduct of their businesses, and thereby destroyed the only advantage to them of the constitutions of joint board for the settlement of disputes by arbitration."

"That the frequent and increasing disturbances of our industry caused by the foregoing and similar actions of the Workmen's Union, together with the constant demands it makes involving changes of conditions and wages, adding unnecessarily to the cost of production, and the claims repeatedly put forward of their right to interfere in the management of the employers' business, are alike injurious to the interests of all those engaged in the trade, and must tend to prolong the present depression as well as facilitate the growth of an already formidable foreign competition."

"The Federation, therefore, submits the following propositions to the Workmen's Union as essential and equitable to the employers as a condition for the continuance of the Joint Boards and the Conference."

1. That there shall be no advance or reduction of the present minimum rate of wages or piece-work statements, or alteration of the hours of labour applying to a town or district within two years of the 31st December, 1894, or within two years of the date of any subsequent award.
2. That the present is not an opportune time for the introduction of piece-work in connection with lasting and finishing machinery. That whenever such time arrives, the wage list will be based on the average wages earned on day-work, and the time fairly occupied in each operation.
3. That every employer is entitled (*a*) to the fullest control over the management of his factory, and to make such regulations as he deems necessary for time keeping and good order; (*b*) to pay either the recognised piece or day rates of wages; (*c*) to introduce machinery at any time without notice.
4. That there shall be no interference with the output either from machine or hand labour by the Union or its officials, and instructions shall not be given by them to restrict the amount of work to be performed by workmen in connection therewith.
5. That every employer is entitled to have his work, or any part of it, made in any town or place, provided he pays (*a*) the recognised rate of wages in such town or place, or, if no rate of wages has been fixed, then (*b*) such wages as may be fixed by mutual arrangement with his workpeople.
6. That each employer has the sole right to determine what workmen he shall employ.
7. That the statement of the secretary of an Association, or of a branch of the Union, shall be accepted on either side as proof of membership for federation purposes.

Meeting again on November 21st the Federated Associations of employers supplemented the above by the two following resolutions:—

"1.—That having regard to the frequent breaches of the rules and regulations of the Conference by the the National Union of Boot and Shoe Operatives, by ordering strikes at Bristol and Birmingham in 1893, which led to the adoption of a new rule giving power to the president of the conference to prevent or determine similar violations; and by ordering a strike at St. Albans on the 13th August 1894, which was continued until 22nd October, in defiance of decision dated 10th September, and an award dated the 12th October of the president of the conference, directing its termination, resulting in the final resignation of Sir Thomas Wright as president; whilst on the other hand the Federation itself has neither broken or sanctioned a breach of the Conference rules in any single instance; and having regard also to the National Union's refusal to consider the propositions of the Federation, consequent upon such action of the Union, this Federation resolves to, and hereby does, formally withdraw from the Conference."

"2.—That this meeting stand adjourned until December 5th, and that the various associations be requested to instruct the employers' representatives on the Local Boards of Conciliation and Arbitration to decline to discuss any questions contravening the propositions forwarded by the Federation to the National Union of Boot and Shoe Operatives until after such meeting of the Federation."

At the general meeting of the Federated Associations on December 5th it was decided:—

(*a.*) To carry out loyally the decisions that have been come to by the National Conference and Local Boards of Conciliation and Arbitration, whether as a result of mutual agreement or reference to an umpire.

(*b.*) That any misunderstanding respecting such decisions should be dealt with by the Local Boards of Conciliation and Arbitration, which existed for many years before the National Conference came into existence, and, on the whole, have done their work quietly and effectively, with good results to all concerned.

(*c.*) That the employers' representatives shall continue to act upon the local boards of conciliation and arbitration, and endeavour to amicably setttle all questions and disputes that shall by mutual agreement be referred to them.

The result of the above was (1) to break up the National Conference, and (2) to restrict the scope of the local boards. It was pointed out that the local boards would still have a wide sphere of work left to them in dealing with questions of classification and other matters, but might not consider a large number of important matters hitherto discussed by them.

A meeting of delegates from the Branches of the National Union was held to consider the proposals of the employers at Leicester on January 24th 1895 and two following days. A report of the executive council accompanied by the recommendations of that body as to the whole of the questions at issue was submitted as the basis of discussion.

These recommendations were as follows:—

1. That this meeting of delegates, having carefully considered the employers' proposals, do hereby decide to reject the same as being illegal, unjust, unworkable, and therefore impracticable.

2. That this meeting suggests a conference between the executive of the Employers' Federation and the executive of the Union, for mutual explanations, both as to the reason why the proposals are insisted upon on the one hand, and the reasons why they cannot be accepted on the other hand. Also for such conference to discuss, and if necessary amend, the existing rules, so that there should be a renewal of the National Conference.

3. Failing this, that the proposals be withdrawn by the Employers' Federation, and full powers given to local boards of arbitration to deal with all questions affecting employers and workmen in their particular district, in accordance with their several rules.

ALTERNATIVES.

The rejection of the employers' proposals.

The withdrawal from all local boards of arbitration.

The executive to have power to enforce such question or questions now waiting adjudication, at such time and at such places as they may deem advisable.

The general report of the executive having been adopted, the recommendations were taken *seriatim*. The first was carried unanimously. In the discussion on the second, which embodied the principle of arbitration, opposition was manifested by some districts, although the objections expressed were rather against the mode of arbitration than the system itself. Eventually the proposal of the executive was adopted by 46 votes to 13. The third proposal of the executive, including the "alternatives," was adopted by 51 votes to 9. These decisions of the delegate meeting were afterwards submitted to a vote of the members of the society in their branches, and were endorsed

by 5,046 votes against 1,930, an aggregate vote of less than one fourth of the members of the Society. The effect of this vote was to prevent the executive having power to accept the employers' proposals, or any of them, in the form as issued.

The next step in the controversy was taken by a meeting of the Employers' Federation at Kettering on February 13th, when the following resolution was adopted:—

"That this Federation regrets the action taken by the delegates of the National Union in rejecting the whole of the employers' proposals; it cannot see any possible utility in a conference with the executive committee of the National Union, the resolution of its delegates absolutely precluding them from accepting any one of the proposals which we are invited to discuss; the reasons for such proposals have already been fully explained in the report of the Federation dated 5th December 1894. Further, in the opinion of this Federation, it would be impossible under these circumstances to go into a conference without the implied surrender of our just rights as manufacturers upon the exercise of which the success of our business and the employment of our workpeople depend. That, so far as is known, there is no matter in dispute other than these propositions, but when, and as other disputes arise in connection with subjects admitted to be within the province of arbitration, this Federation, established for the very purpose, will continue to maintain that mode of settlement. That the Union executive having recently refused to carry out the decision of the umpire in the St. Albans case, which resulted in the resignation of the president of the late conference, this Federation is of opinion that sufficient guarantees should be given on both sides for the faithful carrying out of the result of such arbitration. That this resolution be submitted to each association in connection with the Federation, with the request that a meeting of members be called to express their opinions thereon."

This was followed by a counter-resolution passed on February 18th by the executive of the National Union, and which made it evident, so far as that body was concerned, that they meant to carry their resistance to the policy of the employers to the utmost extent. The resolution was as follows:—

"That this executive of the National Union of Boot and Shoe Operatives, having considered the long and vague resolution passed at the Employers' Federation meeting at Kettering, hereby decides that, as the employers have not definitely withdrawn their proposals, but have refused to meet this executive in a national conference, instructions be issued to the workmen's sides of the various boards of arbitration affected, requesting them to immediately make an effort to carry into effect the third proposal made by the delegate meeting, which reads as follows: 'Failing 'this, that the proposals be withdrawn by the Employers' Federation, and full powers given to 'local boards of arbitration to deal with all questions affecting employers and workmen in their 'particular districts, in accordance with their several rules, and, further, that the branches be 'requested to report forthwith the result of their efforts.'"

The Union next took steps to ascertain what the attitude of the employers would be on the various local boards, in respect to the subjects covered by the seven proposals of the employers. Thus the Northampton branch applied for a full meeting of the local arbitration board to consider the question of certain new extras in the various statements. On February 23rd a meeting of Northampton manufacturers refused this request, on the ground that the proposed subject contravened the first of the seven propositions of the Federation (that no change in the piece-work statements should take place for two years). The men treated this reply as equivalent to the breaking up of the board.

Again, on February 28th, at a meeting of the Leicester board, after a long discussion on the validity of an umpire's award before being entered on the minutes of the board, a motion was made on behalf of the operatives:—

"That this board decides that all work cut in Leicester shall be made and finished in Leicester, and paid for in accordance with the prices and conditions at present in operation in Leicester."

The manufacturers declined to discuss this question, as contravening the fifth of their propositions, and the workmen decided to retire from the board.

On the following day the Union served notice on six firms in Leicester, giving a week's notice to leave employment unless they promised not to have any more work made in the country and finished in Leicester; and to advance the minimum wage of press-men by 3*s*., and that of clickers by 2*s*. a week. Notices were also served on three firms at Northampton for an advance of wages. The demands were in all these cases refused. On March 6th the Employers Federation resolved to meet this strike by a general lock-out. The following is the text of the resolution passed at this meeting:—

"That, having regard to the constant refutation of the awards of umpires and arbitration boards by the executive of a workmen's union, this Federation considers that any further attempt at a conference or arbitration with them is utterly useless.

"That the Union executive, having given notice of a strike, at nine factories, of members in connexion with the Federation, whom we are obliged effectually to support, the Federation calls upon all members of the local associations to give notice of the dismissal of all workers in their factories, to take place at the end of next week, the numbers of non-union workers in the various departments to be ascertained in the meantime and their position further considered."

Several offers of mediation were made in various quarters, but without success. Sir Henry James caused it to be understood that he would be willing to assist in settling questions in dispute, and on March 6th the Board of Trade communicated with both sides, offering, if desired by both sides, to use their good offices to promote a conference, with a view of bringing about a settlement of the differences, no action being taken in the meantime by either side against the other. The efforts to prevent a stoppage, however, were not successful. The Union offered to submit all the questions at issue to the arbitration of Sir Henry James, but the employers declined to consider them as fit subjects for arbitration, and further expressed doubts as to the possibility of enforcing any award that might be given.

A general stoppage of work over the districts covered by the Federated Employers had now become inevitable, and notices were given by all time workers to cease work on March 16th. Piece-workers, however, who were not subject to notice, were withdrawn from their employment as soon as they had finished the work in hand, and, as a matter of fact, the stoppage may be said to have commenced on March 11th, by which date 10,000 piece-workers had ceased work. By March 16th the general lock-out notices had taken effect. The Employers' Federation on March 13th passed a resolution empowering its members to employ non-union men, on their signing a declaration that they did not belong to and would not support the strike, but, practically, very few men were left in any of the shops of such employers. Thus the number of workers directly affected was very large, the total being about 46,000.

Of these about 21,000 were in the Leicester district, 8,000 in Northampton and district, 3,000 in Kettering and neighbourhood, 3,000 in the remaining districts of Leicestershire and Northamptonshire, 4,000 in London, 3,000 in Bristol and Kingswood, 2,500 in Leeds and Bramley, 650 in Birmingham, and the remainder in other centres. The total number includes about 17,000 women, girls, and boys. Stafford, Stone, Wellingborough, and Hinckley, and with a slight exception, Norwich, continued at work.

Soon after the beginning of the dispute several attempts at mediation were made, that which attracted the greatest amount of attention being a proposal made by Mr. Labouchere, M.P., on March 19th, that the questions in dispute should be referred to an arbitration board consisting of five gentlemen unconnected with the trade, whose names he suggested. The proposal, however, was not accepted by the Employers' Federation.

On March 27th a letter was addressed to the secretaries of both organisations by Sir Courtenay Boyle, Permanent Secretary of the Board of Trade, inviting them to send four representatives on each side to a preliminary and informal conference to be held at the Board of Trade, with the view of discussing the possibility of discovering a method for the settlement of the dispute. This invitation being accepted by both sides, the conference met on Thursday, April 4th, the representatives of the employers present being:—Mr. J. G. Ward, Chairman of the Federation, Mr. Hickson, of Northampton, Mr. Lilley, of London, and Mr. Lennard, of Leicester.

The National Union of Boot and Shoe Operatives was represented by Mr. Inskip (the General Secretary), Mr. Hornidge (the President of the Union), and Mr. Stanton (Northampton), and Mr. Votier (London). Sir Courtenay Boyle took the chair.

The conference occupied from 12.30 till 5 p.m. on Thursday, and from 11 till 4·30 on Friday, and agreement was arrived at on several important points. The conference was then adjourned until Thursday, April the 11th, to afford the representatives of the manufacturers an opportunity of consulting in the meantime with their colleagues.

The points of agreement arrived at at these preliminary meetings were as follows:—

"(1.) That for the convenience of this conference all proposals of either side, including the seven proposals of the employers, be suspended during the conference, each side being open to introduce any subject affecting the interests of either employers or workmen.

"(2.) That it is desirable and necessary to provide financial guarantees for duly carrying out the awards of arbitration, and that Sir Courtenay Boyle be requested to ascertain the feasibility of the plan of depositing certain sums in the hands of trustees, or otherwise for that purpose.

"(3.) This conference is of opinion that a piece-work statement, or statements for lasting and finishing machine workers, and those working in connection therewith, is desirable. Such statements to be based on the actual capacity of an average workman. Any manufacturer to have the option of adopting piece-work or to continue day-work; it being understood that the whole of the operatives working in any one department shall be put on one or the other system. Heeling and sewing to be regarded as separate departments."

The proposals put before the Conference by the National Union were as follows:—

"1st. With a view to making it possible for negotiations to be opened up, it is necessary that the seven commandments should be withdrawn.

"2nd. That in all future disputes full powers be given both by the Federation and the Union to local boards of arbitration to deal with the various disputes as they arise, in accordance with the rules and arrangements governing such local centres.

"3rd. That the clickers' minimum wage of 28*s*. per week and the pressmen's minimum wage of 26*s*. per week should come into operation forthwith in all centres where the minimum wage is less than 28*s*. and 26*s*. respectively.

4th. The executive are prepared to withdraw the piece-work statement submitted, on consideration that a committee, composed of an equal number of employers and workmen, shall be appointed at once and proceed *de diem in diem* to draft a piece-work statement in conjunction with machinery, the said committee to have power to appoint an umpire to whom all questions in dispute shall be submitted, and whose decision shall be final and binding upon both sides.

"5th. The executive are prepared to withdraw the welted statement as submitted to the employers at Northampton on condition that a committee with similar powers be appointed as in claim 4.

"6th. Country labour. That the conference of representatives of employers and workmen, or a special committee appointed for the purpose, lays down a system to control country labour on the lines as suggested by Mr. Inskip in his speech at the Rutland Hall Rink, Leicester, on March 12th.

"7th. That before a settlement is arrived at or an armistice arranged, all clickers, pressmen, lasters, and finishers now working for any firm affected by the lock-out shall be discharged prior to the men resuming work."

Meetings of the executive of the union and of the Leicester and Kettering manufacturers were held on Monday, April 8th, at which resolutions were passed approving of what had taken place at the conference.

The executive of the Employers' Federation met on April 9th and 10th, followed by a meeting of delegates from the federated associations. The proposals of the Union were considered, and the following counter proposals were drawn up for submission to the adjourned conference:—

"That where a minimum wage has been fixed and is in operation the question of advancing or reducing the same shall not be referred to arbitration for two years from December 1894, unless an umpire shall have first decided that the same may be re-opened and referred to arbitration.

"That the statement for welted work submitted at Northampton be withdrawn, and that a joint committee of employers and employed be formed to draft a statement on the principle laid down in Rule III., viz., 'The statement shall be based on the actual capacity of an average workman.' This committee to be appointed upon the completion of the piece-work statement for machinery, employers to have the option of paying by day-wages or piece-work.

"That all manufacturers in a centre shall be treated with equality in regard to the wages and conditions which may be established or amended from time to time by the board of arbitration for such centre.

"That, subject to the foregoing resolutions, all questions concerning wages, hours of labour, and conditions of employment which it is found impossible to settle mutually between employers and employed shall be referred to arbitration in the districts where such disputes arise. That with this object, local boards of arbitration shall be immediately formed in each centre represented in the Employers' Federation.

"That questions relating to the engagement and discharge of workpeople, the internal management of factories and workshops and the arrangement of operations therein, the adoption of either piece or day-work wages where both are sanctioned, the introduction of machinery, the manufacture of goods in whole or in part in any town or place, provided the recognised wages in such town or place are paid, are within the sole province of the employer and shall not be made subjects of dispute, and no question arising thereunder shall be dealt with by the Arbitration Boards."

The adjourned conference met at the Board of Trade on Thursday, April 11th. After discussion lasting from 11 a.m. to 5.30 p.m., it was not found possible to arrive at a final settlement, and it was agreed to adjourn again until Thursday, April 18th.

At this adjourned meeting the chairman handed to each side draft suggestions for their consideration with a view to a settlement.

The conference then adjourned until the following day to enable the manufacturers to consult their colleagues on some points contained in the proposals, and resumed on Friday at 3 o'clock, both sides having in the meantime handed in suggested modifications of the draft proposals. At 9.30 p.m. an agreement was arrived at, the following being the terms of settlement:—

We, the undersigned representatives of the Federated Association of Boot and Shoe Manufacturers, and of the National Union of Boot and Shoe Operatives, agree to the following terms of settlement of the dispute in the boot and shoe trade on behalf of those whom we represent:—

Piece-work Statements.

(1.) This conference is of opinion that a piece-work statement or statements for lasting and finishing machine workers, and those working in connection therewith, are desirable. Such statements to be based on the actual capacity of an average workman. Any manufacturer to have the option of adopting piece-work or continuing day-work; it being understood that the whole of the operatives working on any one process shall be put on one or the other system, which shall not be changed oftener than once in six months. Heeling and sewing to be regarded as separate processes.

(2.) This conference is of opinion that a piece-work statement for welted work at Northampton should be prepared on the principle laid down in the above resolution, viz., "the statement shall be based on the actual capacity of an average workman," employers having the option as laid down in that resolution with regard to payment by the time or piece.

(3.) That for the purpose of carrying into effect the last two resolutions, joint committees be appointed as follows:—

(*a.*) A joint committee of representatives of the employers and workmen, four of each, to determine the principles and methods of arrangement and classification on which piece-work statements for machine workers shall be based, such committee to hold its first meeting on May 5th, 1895, at Northampton, for preliminary business.

(*b.*) Joint committees composed of representatives of employers and employed, four of each, to prepare such statements for their respective localities in accordance with the principles laid down by the above joint committee. Such committees to hold their first meetings with the least possible delay after the completion of the work of the above joint committee.

(*c.*) A joint committee to prepare a statement for welted work for Northampton composed of representatives of employers and employed, four of each, such committee to hold its first meeting on May 5th, 1895, for preliminary business.

Such committees shall take such evidence and obtain such information as they may think fit for the purpose, and each shall appoint an umpire to determine points on which they fail to agree. Failing agreement on the part of any of the committees as to the appointment of umpires, the appointment shall be made by the president of the federation and the general secretary of the union, or if they fail to agree, by Sir Henry James.

Boards of Arbitration.

(4.) That the various local boards of arbitration and conciliation, consisting of equal numbers of representatives of employers and workmen in the district, be immediately reconstituted, and their rules be revised so far as necessary with a view to greater uniformity by a joint committee of representatives of employers and employed, four of each to be appointed forthwith. The revised rules to be submitted to and adopted by the local boards, with or without amendment in matters of detail. Pending the completion of this revision the former rules to be in force, but only questions of classification and other minor local questions not involving matters of principle to be entertained in the meantime, with the exception of the question of the minimum wage for clickers and pressmen in centres where notices have already been given to local boards.

(5.) That such boards when re-constituted shall have full power to settle all questions submitted to them concerning wages, hours of labour, and the conditions of employment of all classes of workpeople represented thereon within their districts which it is found impossible to settle in the first place between employers and employed, or secondly between their representatives; subject to the following conditions:—

(*a.*) No board shall require an employer to employ any particular workman, or a workman to work for any particular employer, or shall entertain any question relating to such matters, except for the purpose of enabling a workman to clear his character.

(*b.*) No board shall claim jurisdiction over the conditions and terms of employment of workpeople outside its district; provided that no actual work shall be sent out of a district which has been the subject of an award in that district.

(*c.*) No board shall interfere with the right of an employer to make reasonable regulations for time-keeping and the preservation of order in his factory or workshop.

(*d.*) No board shall put restrictions on the introduction of machinery or the output therefrom, or on the adoption of day or piece-work wages by an employer in cases in which both systems have been sanctioned, subject to the conditions prescribed in resolutions (2) and (3). No question referred to in sub-sections (*a*), (*b*), (*c*), (*d*) shall be made a matter of dispute by the union.

(6.) That it is desirable and necessary to provide financial guarantees for duly carrying out the provisions of this agreement, and existing and future awards, agreements, and decisions of boards, arbitrators, or umpires, so long as they do not contravene the provisions of this agreement; and that a scheme be at once prepared for depositing certain sums in the hands of trustees for that purpose.

(7.) That the committee entrusted with the revision of the rules of local arbitration boards be instructed to insert provisions:—

(*a.*) To carry the last resolution into effect forthwith. If not agreed upon by both sides, the conditions and terms of the trust to be referred to, and finally settled by, Sir Henry James.

(*b.*) That in future all awards and decisions shall specify a date before which neither side shall be competent to re-open the question.

(*c.*) That where a minimum wage has been fixed and is in operation, and a proposal is made to change it, the board or umpire, in giving a decision or award, shall take into account the length of time which has elapsed since the question was last determined, and the conditions existing at the two dates respectively.

The notices already given by the union for an advance on the minimum wage to clickers and pressmen shall be held to be good notices to the Arbitration Boards for the districts to which they refer, and shall be dealt with forthwith.

(8.) No strike or lock-out shall be entered into on the part of any body of workmen, members of the National Union, or any manufacturer, represented on any local board of arbitration.

(9.) That if any provision of this agreement, or of an award, agreement, or decision, be broken by any manufacturer, or body of workmen belonging to the Federation or National Union, and the Federation or the National Union fail within ten days either to induce such members to comply with the agreement, decision, or award, or to expel them from their organisation, the Federation or the National Union shall be deemed to have broken the agreement, award, or decision.

(10.) That any question as to the interpretation of these terms of settlement be referred to Sir Courtenay Boyle, whose decision thereon shall be final and binding on both parties.

That Sir Henry James be requested to act as umpire to determine any other disputed points between the Federation and the National Union arising out of this agreement.

(Signed)
On behalf of the Federated Associations of Boot and Shoe Manufacturers,
J. GRIFFIN WARD, *President.*
WILLIAM HICKSON.
SAMUEL LENNARD.
THOS. LILLEY.
On behalf of the National Union of Boot and Shoe Operatives,
W. B. HORNIDGE, *President.*
DANIEL STANTON.
WILLIAM VOTIER.
W. INSKIP, *General Secretary.*

Chairman of Conference: COURTENAY BOYLE.
Secretary of Conference: H. LLEWELLYN SMITH.
Witness: THOMAS SMITH.
19th April 1893.

It was generally understood that the factories and workshops should be opened at the earliest possible date, and not later than April 29th. Most of the establishments affected by the lock-out re-opened during the week ending April 27th, a deposit of 1,000*l.* having been made in the meantime by each side with two trustees. There was at first some opposition to the terms of settlement on the part of a section of operatives at Leicester and in some other centres. But in all the important districts the action of the delegates was in all cases confirmed either by resolutions of mass meetings or by ballot. In Leicester the result of the ballot was: for the settlement, 4,799; against, 1,385. Some difficulty also occurred at Northampton owing to the introduction by the local Manufacturers' Association of a new set of factory rules, to some of which exception was taken by many of the operatives. A considerable body of men declined at first to resume work under these rules, but some modifications having been agreed to on the part of the employers, the men returned to work on 3rd May under protest.

The rules to which objection was chiefly taken were as follows :—

1. The posting up of any notices, except with the sanction of the employer, is forbidden. Shop meetings must not be held in any part of the premises, nor collection of money made for any purpose whatever except with the permission of the firm.

2. The doors will be locked for half an hour after opening time, then opened to let in late comers, after which they will continue locked for the remainder of the morning or afternoon, as the case may be.

7. Should a piece-worker be kept waiting for work more than an hour, he may request permission from the foreman to leave the factory, and may not re-enter except at the times before specified.

On April 30th the Northampton manufacturers agreed to omit Rule 7, and to add the following clause to Rule 2 :—

But at any time permission will be given to the men to leave on reasonable grounds, and to return to work at a specified time, on application to the foreman.

Some modification was also made in the rule relating to intervals for meals, but no concession was made with regard to the first rule quoted above.

This really brings the narrative of events up to the close of the strike and lock-out proper, but it is desirable to follow somewhat further the course of proceedings between the parties in order that the position of the trade, as affected by the dispute, may be more clearly understood.

On May 6th the first meeting of the committee of inquiry in connection with the Leicester Arbitration Board was held since the break up of the board on February 28th. On the same day a preliminary meeting was held of the joint committee provided for in the terms of settlement for determining the principles on which piece-work statements for lasting and finishing in connection with machinery should be drafted. The representatives on each side were the delegates that attended the Board of Trade conferences. A second meeting of the piece-work statement committee was held in Leicester on Friday, May 10th.

The joint committee having disagreed as to the interpretation of the word "process" in section (1) of the Terms of Settlement, the matter was referred to Sir Courtenay Boyle for interpretation in accordance with section 10. After an interview with the parties, Sir Courtenay Boyle made the following award :—

I am asked to determine the meaning of the word "process" in the following part of paragraph 1 of the recent settlement : "It being understood that the whole of the operatives working "on any 'process' shall be put on one or the other system, which shall not be changed oftener "than once in six months. Heeling and sewing to be regarded as separate processes."

Now, I am not asked to determine whether any particular part of manufacture is or is not a "process," but to interpret generally the word "process," and I can only do so by the light of representations made to me by each side at an interview which I arranged for the special purpose of ascertaining the views of both.

Employers, on the one hand, contended that the word "process" was applicable to each of many operations conducted in the same department. For instance, a list was put into my hand which showed 31 different operations in the department of "finishing" in one manufactory, and it was contended that each of these is a "process" within the meaning of the paragraph in question. The list included such operations as heel-paring, trimming, heel scouring, heel-inking, heel-burnishing, seat-wheeling, edge-inking, waist-scouring, and top-ironing.

On the other hand, the representatives of the workmen contended that the word "process" was identical with the word "department."

The employers supported their view by the argument that "department" had been deliberately altered into "process" in the negotiations which led up to the signing of the settlement.

The workmen supported theirs, among other arguments, by pointing out that it was considered necessary in the settlement to lay down that heeling and sewing were separate processes.

Having carefully considered the arguments on each side and the objects for which the paragraph in question was introduced into the terms of settlement, I have come to the conclusion that the word "process" cannot be considered as applying to each of the many operations referred to by the employers as being conducted in the same department. Nor is it necessarily identical with "department." It is possible that there may be more than one "process" in the same department. As a matter of fact, heeling and sewing were expressly recognised in the settlement as separate processes. But the word "process" must be held to have a wide meaning and to apply to a material part of manufacture and not a minute sub-division.

Any specific proposal to recognise a particular group of operations as a separate "process" would be a proposal affecting the conditions of work within the meaning of paragraph 5 of the settlement.

(Signed) COURTENAY BOYLE.

24th May 1895.

At the same time Sir Courtenay Boyle decided that the notices given to boards of arbitration before the dispute for a rise of wages for clickers and pressmen were good notices within the terms of settlement, and could be dealt with at once by the boards.

Later in the summer the question of a minimum wage for clickers and pressmen came before the Leicester Arbitration Board in accordance with the general terms of settlement.

The question was referred by the Arbitration Board to Messrs. W. Stanyon and R. Potter, as referees. On July 26th the following award was issued :—

'We, the undersigned referees to the above board, having heard and duly considered the arguments and evidence relating to the matter in dispute, do now adjudge and determine as follows :

1. That the minimum wage for clickers shall be 28*s.* per week, and the minimum wage for pressmen shall be 25*s.* a week.

2. That this award shall come into operation on the 1st day of January, 1896.

3. That it shall not be competent for either side to re-open the question until after the expiration of two years from the 1st day of January, 1896."

This award gave an advance of 2*s.* per week to each of these classes of workmen.

Under the terms of settlement a joint committee of employers and employed was formed for the purpose of determining "the principles and methods of arrangement "and classification on which piecework statements for machine workers shall be based." Joint committees were subsequently to meet to prepare the actual "statements" for their respective localities, in accordance with the principles so laid down. Among the questions raised before the first-named committee was the appointment of a commission to visit the United States, and inquire into the conditions there existing with regard to the system prevailing, and prices paid for machine work. As to this matter, the committee was unable to agree, the employers being in favour of such a commission, but the operatives against. The point in dispute was referred to the arbitration of Sir Henry James, who heard arguments on both sides, and gave his decision on July 29th. The umpire decided that, under the general terms of settlement of April 19th, 1895, "the general committee has no power to deal with the question of what evidence is to "be taken in order to fix upon the prices to be paid. That power is expressly "reserved to the local committees," which, when they meet will "determine for themselves what evidence they are to receive." The umpire therefore came to the conclusion that he had, under the circumstances, no power to order that a Commission should be sent to America for the purposes proposed.

The duties thrown upon the general joint committee by the terms of settlement were of a most difficult character and it was not until November 4th that an agreement was arrived at as to the general principles on which piecework statements for machine workers were to be determined. The following is a copy of the agreement :—

PIECEWORK STATEMENTS FOR LASTING AND FINISHING MACHINE WORKERS.

The General Joint Committee, in pursuance of Resolution 3 (*a*) of the terms of settlement, have determined the following principles and methods of arrangement and classification on which piecework statements for machine workers shall be based, viz. :—

1. That there shall not be more than two classes.

2. That classification shall be governed by the outside material of the uppers.

3. That when the capacity of an average workman is arrived at, the average present wage of the workmen on each operation in each district shall be ascertained and piecework prices based upon such average wage.

NOTE.—It is understood that in arriving at the average wage only those shops paying the recognised minimum wage or to a recognised statement and generally conforming to the recognised conditions shall be taken into consideration.

This agreement was forwarded by the general joint committee to the local boards of arbitration in order that, in accordance with the terms of settlement, the local boards should frame piecework statements for their respective districts.

Another matter as to which the general joint committee was unable to agree was the new code of rules for arbitration boards in the boot and shoe trade. The differences of opinion as to these were, however, referred to Lord James, who gave his ruling on disputed points; the following being the terms of the regulations eventually sent out to the local boards.

REVISED RULES for Boards of Arbitration for the Boot and Shoe Trade, drafted by the General Joint Committee, and settled by Lord James, pursuant to Resolution IV. of the Board of Trade Terms of Settlement, dated 19th April 1895, to be submitted to and adopted by the local boards with or without amendment in matters of detail.

Rules of the Board of Conciliation and Arbitration for the Boot and Shoe Trade of

I. The Board shall be named the Board of Conciliation and Arbitration for the Boot and Shoe Trade of

II. The Board shall be deemed to be constituted under, and bound by, the terms of settlement arranged at the conference held at the offices of the Board of Trade, on the 19th day of April 1895, between representatives of the Federated Associations of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives.

III. That the terms of settlement mentioned in the preceding Rule II., and which are set out in the schedule hereto, must be deemed to apply to the proceedings of the Board, and the Board shall have no power to override or amend such terms of settlement, or to make rules which shall in any way contravene them.

In accordance with terms of settlement the Board shall have full power to settle all questions submitted to it concerning wages, hours of labour, and the conditions of employment of all classes of workpeople represented thereon within its district, which it is found impossible to settle in the first place between employer and employed, or secondly, between their representatives.

IV. That every statement of wages, provision for minimum wage, regulation as to hours of labour, or conditions of employment, decision of the Board, and award of arbitrators, shall apply in all cases where an employer and his workpeople are represented by the Board. Provided no Board shall claim jurisdiction over the conditions and terms of employment of workpeople outside his district. But no actual work shall be sent out of a district which has been the subject of an award in that district.

V. That the Board shall be constituted as follows:—Six representatives of the manufacturers and six representatives of the workmen, resident in the district, three of each to form a quorum. The representatives to be elected by a special or general meeting of their own bodies, who shall serve for one year and be eligible for re-election. That no member of the Board shall vote upon a question affecting an establishment in which he is directly interested as an employer or workman.

VI. That the Board shall at its first and annual meetings elect a chairman, vice-chairman, secretary, and committee of inquiry, consisting of two manufacturers and two workmen, or appoint sectional or subsidiary boards consisting of four manufacturers and four workmen, who shall hold office in like manner to the Board. In any case where two candidates proposed for the chairmanship are of different classes, and the votes recorded for them are equal, the candidate belonging to the class from which the chairman was not elected in the previous year shall be declared to be elected.

VII. That the Board at its first meeting elect an umpire, or in case of disagreement each side shall, within seven days, elect an arbitrator, to whom shall be remitted for arbitration any question referred to the Board under the Board of Trade terms of settlement, which it is unable to settle or determine. Should the two arbitrators not agree, the question shall be referred to an umpire appointed by themselves, or failing such an appointment, to an umpire to be appointed by the President of the Board of Trade for the time being. The decision of the umpire in each case shall be final and binding on all parties. In case of the death or resignation of an umpire or arbitrator his successor shall be appointed at the first subsequent meeting of the Board.

VIII. The question whether the representatives of the press shall or shall not be admitted to any of the meetings of the Board shall be determined by the majority of votes of those present. In case of the numbers of those voting on such question being equal, the chairman may give a second or casting vote.

IX. That the Board shall meet at such times as it may determine, but not less often than once a quarter, and on a requisition signed by three of its members (specifying the nature of the business to be considered) being lodged with the secretary, who shall within seven (but not less than three) days notify the whole Board of such meeting, stating the terms of the requisition.

X. That all questions submitted by the committee of inquiry to the Board for consideration, and by the Board to the umpire or arbitrators for adjudication, shall be embodied in writing, stating clearly the nature of the question or dispute at issue, such statements to be lodged with the secretary at least three days prior to the board meeting, or sitting of umpire or arbitrators. Notice of other business to be brought before the Board shall be given whenever practicable, but the order in which such business shall be taken to be left to the Board.

XI. That if at any meeting of the Board both the chairman and vice-chairman are absent, the majority present shall elect a chairman. The chairman shall only have one vote.

XII. That if at any meeting of the Board the number present is unequal, the right of discussion is reserved to all; but whichever body is larger than the other must withdraw by arrangement so many of their colleagues as are in excess before a question is put to the vote.

XIII. That in case of resignation, death or continued non-attendance of any member of the Board, that side of the Board to which such member has been elected may choose another person to fill up the vacancy, who shall serve until the Board retires.

XIV. That the procedure in cases of disputes between an employer and his workmen should be as nearly as possible the following:—

(*a.*) The workman shall first bring the matter before the employer or foreman.

(*b.*) Should they not be able to agree, the representatives of the employers and the Employers' Association and the representatives of the Workmen's Union shall endeavour to settle the matter in dispute.

(*c.*) If the representatives referred to in sub-section (*b.*) are unable to arrange terms, the secretary of the Board shall forthwith advise the committee of inquiry of the dispute.

(*d.*) In the event of the committee of inquiry being unable to settle the dispute, it shall be referred to the Board, and failing a decision, then to the umpire or arbitrators, who shall be asked to give their decision within seven days from the date of hearing.

XV. That when a dispute cannot be settled between an employer and his workmen, or the representatives of both, the same rate of wages, or hours of labour, or conditions of employment, that obtained prior to the dispute, shall continue until a decision is given by the committee of inquiry, or Board, or arbitrators, as the case may be. If there be no precedent as to wages, hours or conditions, a provisional resolution on these questions may be given by the committee of inquiry, or board, or arbitrators, and must be observed, but without prejudice to either party to the dispute.

XVI. That all referred questions or disputes shall be submitted by members of the Board, with liberty to call witnesses on either side; the work in dispute to be submitted to all such meetings for inspection. Provided that where witnesses are to be called by either side of the Board, or by either of the parties to the dispute, no evidence shall be taken, unless six days' notice has been given of the character of the evidence intended to be given, and of the locality from which the witnesses intended to be called will be brought.

XVII. That there must be no suspension of work either at the instigation of the employers or workmen, the main object of the Board being to prevent this. If any suspension of work takes place, the Board may refuse to inquire into the matter in dispute till work is resumed; whilst the fact of its having been interrupted will be taken into account on considering the question. That in order that the complainant or complainants may not lose through waiting, any recommendation of the committee of inquiry, or any decision of the Board, shall be made to date back to the time of the complaint being sent in.

XVIII. Should any case arise in which Rule XVII. as to suspension of work, should be contravened, a meeting of the Board may be called immediately and without previous notice by the chairman to consider the case.

XIX. That any expenses incurred by the Board are to be borne equally by the employers and workmen.

XX. That no alteration or addition be made to these rules except at a quarterly meeting, or at a special meeting convened for that purpose. Notice of any proposed alteration shall be given in writing one month previous to such meeting.

Even so late as May 1896 points of difference continued to arise as to the terms of settlement, and Sir Courtenay Boyle, who undertook to decide questions of interpretation, had four such points referred to him. The first question was as to the proper authority to decide whether any particular factory rule is "a reasonable regulation" within the meaning of clause 5 (*c*), and as such excluded from the consideration of Boards of Arbitration. The decision was that it is the duty of the Board for the district to determine such a question.

The second question related to the action of the chairman of an Arbitration Board in refusing to permit a question relating to "country work" to be discussed [*see* clause 5 (*b*)]. The union desired to know if the chairman had acted rightly, and if the terms of settlement gave such power to a chairman. Sir Courtenay decided that the powers of a chairman are fixed by the rules of the Board and not by the terms of settlement, and that his action cannot be corrected by an appeal to an umpire. He added a suggestion, forming no part of the award, for the purpose of overcoming the particular difficulty which gave rise to the appeal.

The third question related to clause 1 of the settlement, the parties desiring to know if the latter half of the clause, laying down the conditions and limitations under which piecework and daywork may be adopted, applies to all process of manufacture, or is confined to "lasting and finishing machine workers and those working in "connection therewith." It was decided that the latter is the correct interpretation.

The fourth question related to the meaning of the term "classes of workmen represented" in clause 5. It was stated that certain employers contended that the effect of the clause is to confine the operation of the settlement and other agreements to members of the union who alone are represented on the Boards. Sir Courtenay, however, decided that the term "class" means the workpeople performing particular processes and not the members of a particular association, and that decisions of a

Board as to wages, &c., apply to all such workpeople in the district, whether members of a union or not, employed by an employer who is represented on the Board.

In this way a dispute which at one time threatened to entirely disorganise an important industry was brought to a close by a series of conciliatory, though very complicated, processes. The cost of the dispute to the union was 56,383*l*. During the year the boot and shoe trade had also many local disputes of some importance, but these are so fully described in other sections of this report that nothing further need be here said about them.

(2.) *Hosiery Trade.*

In this branch of industry there were two disputes of considerable importance during 1895. The first was in the Hinckley district, where 230 countermen and menders came out on May 20th for an improved and uniform rate of wages for their class. This request was refused by the employers and all the operatives in 21 establishments to the number of 2,730 were locked out. After a stoppage of ten days the dispute was arranged by conciliation, and a uniform list, involving advances of 5*s*. per week to males and 4*s*. a week to females, was conceded to the countermen and menders.

Again, on the 8th July the various branches of the Hosiery Trade in Leicester were brought to a standstill, owing to a dispute between employers and employed as to the scale of piece prices for certain kinds of goods. It was said by the employers that the want of uniformity in prices, and the competition of the country labour outside Leicester, made it impossible to carry on business at the existing rates, and that there must be considerable revision of the scales. The system of payment in this trade is piece-work, and owing to the variety, quality and mode of manufacture of the articles produced, the lists of prices are of a most complicated character. (These lists are discussed in the Report of the Department on Wages and hours of Labour, Part. II.—Standard Piece Rates—p. 43.) The list in operation and generally paid to by the manufacturers was drawn up by a Conciliation Board during the strike of this trade in 1886. For some months back a committee of manufacturers and workmen were endeavouring to revise this list and to bring it more into accordance with the Hinckley list. They were, however, unable to agree to any scheme of revision, and hence the dispute under notice.

The operatives, to the number of about 4,000 men, women, and girls, ceased work on July 8th, the organisations concerned on each side being the Employers' Federation and the Amalgamated Hosiery Union. There were also a certain number of employers and workpeople affected who did not belong to either association. From the commencement both parties were desirous of arranging terms of settlement, and on July 16th the operatives appointed representatives to meet the manufacturers in conference. The conference sat on July 18th and again on the 19th, but without result. There was a further meeting on the 22nd July, when some approach was made to a settlement for the hose department, more difficulty being experienced in dealing with the pants and shirts departments. The representatives of the operatives at these meetings had no absolute power of settlement, but were obliged to refer all proposals to the operatives themselves for final acceptance. Thus it was not until July 26th that any definite understanding was arrived at. It was then arranged that on the 29th July the hose hands should resume work at the prices agreed to by the Joint Committee, *i.e.*, on the basis of a reduction of prices, on the average amounting to about 7 per cent.

The workpeople engaged in the hose department, numbering about 3,000, resumed work on the date fixed. The operatives in the pants and shirts departments however, remained out, and on August 2nd rejected a list which had been agreed to by the Joint Committee.

On August 14th, however, a settlement was arrived at for this section also, under which reductions of from 10 to 12½ per cent. were submitted to by the operatives.

(3.) *Tailoring.*

In this branch of trade disputes were neither numerous nor important and there was only one which affected more than 80 persons. This was a somewhat curious dispute of the sympathetic type of only two days duration. 550 female operatives, at a clothing factory in Limerick, turned out against the suspension or dismissal of an examiner of clothing who had passed defective work. The turn-out was unsuccessful and the operatives returned to work unconditionally.

(d.) Iron and Steel Manufacture.

In this important branch of industry stoppages on account of disputes were neither frequent or general, a fact largely due to the existence of conciliation and wages boards in the more important centres. The principal disputes were as to wages, and were partially successful. The most important was a stoppage of blast furnacemen and steel workers at Barrow-in-Furness, involving 2,530 persons. It commenced on 4th March, in resistance of a proposed reduction of wages varying in amount according to status of workmen, from a very low to a very high per-centage.

The blast furnacemen were only out a few days, but the steel workers did not return to work until April 1st, the matters in dispute being referred to arbitration.

The arbitrator awarded a reduction to the rates paid in the Workington district plus 1 per cent. allowed for the higher house rent paid by workmen in the Barrow district. The full text of this award will be found on p. 270.

At Middlesbro', from 7th to 10th January, 540 plate rollers were out against a proposed temporary reduction of wages, and were successful in their resistance.

At Morriston, near Swansea, there were two prolonged stoppages of steel workers. In one of these 210 men were involved, resisting a reduction of wages. The dispute lasted from February 11th to October 22nd, when a reduction of 10 per cent. was accepted by all but men earning less than 22*s.* per week, and a section who obtained an advance of wages. At Jarrow-on-Tyne, 30 gas producers refused to submit to a proposed reduction of 2½ per cent., and their action indirectly involved 600 other workers, who had previously submitted to a 5 per cent. reduction. The stoppage lasted from April 11th to May 17th, after which the gas producers resumed at a reduction of 1¼ per cent, a compromise offered by the firm before the stoppage.

From May 4th to June 17th, 40 steel smelters were out at Wednesbury, in resistance of a reduction of 5 per cent. in wages, and indirectly caused the stoppage of 200 other workers. It was agreed that the smelting should be let to a sub-contractor who paid the old rate of wages.

Another class of dispute was illustrated by the stoppage at Cambuslang of 400 millmen, who requested the abolition of the system of sub-contracting, and to be paid by tonnage rates instead. After being out from the 13th to the 16th August, the men were successful in obtaining the required change of system. At Blaenavon, a stoppage of 142 steel workers, indirectly involving 1,000 other operatives, to obtain a cessation of work on Saturdays at 4 o'clock instead of at midnight, lasted from 7th to 21st September, when the men resumed work at the old conditions.

(e.) Engineering Trades.

In this group of trades there were a few important disputes during the year. Some of these were caused by troubles with other trades as to demarcation of work. This is a class of dispute to which the engineering trade has become somewhat liable of late years. The work of the men engaged in this industry, is so closely related to that of the workers in several other branches, that the dividing lines between sections are very difficult to draw.

A somewhat remarkable dispute of this class caused a brief stoppage of work at Clydebank, near Glasgow, which, for several reasons, merits a few words of special notice. The introduction of improvements in the construction of high-pressure boilers naturally caused some changes in the mode of carrying out the work. About the new boilers there was more of what may be termed engineering work proper than in the older class of boiler, which, with the exception of screwing fire-tubes, fixing certain valves, cocks, and other mountings were entirely built by boiler makers. With the new water-tube boilers all was different, and the tubes and other parts going to make up the new boilers, had to be first carefully machined and fitted by men in the other engineering departments, but this was a difference of degree rather than of principle. Difficulties thus arose between the members of the Amalgamated Society of Engineers and of the Boiler Makers and Iron Shipbuilders Society. The immediate question in dispute was as to whether the water tubes now used in the construction of boilers of the Belleville type should be put into the boilers by the engineers, by whom the separate parts were prepared, or by the boiler-makers who build the boilers. As the firm at Clydebank gave this work to the boiler-makers, the engineers to the number of 766 struck work on April 5th. After a stoppage of five days, however, it was agreed to refer the matters in dispute to arbitration and work was at once resumed. The arbitrator was Mr. D. J. Dunlop, an expert in such matters, who decided against the engineers. His award, which is an interesting document, is quoted in full on p. 271.

248 fitters and turners of the Amalgamated Engineers Society came out at Hull on June 24th, and were out until August 31st, on acconnt of a disagreement as to whether certain work should be done by brass-finishers or by fitters and turners. A temporary understanding was arrived at, that certain heavy lathes for work of the kind in dispute should be transferred from the brass finishers' to the engineers' shop, and that the whole question should be referred to a joint committee, which afterwards referred certain points to an arbitrator, who laid down lines fixing the boundary points of each class of work.

Of the same class, but more important as to numbers affected, was a dispute which commenced at Barrow-in-Furness on July 6th, and which involved 719 persons directly and indirectly. This was a case in which two classes of workmen, using the same tools, differed as to which section should do certain work. Caulkers, who are members of the Shipbuilders' Society, were put by the management to fit the sill-plates for gun-ports on board war vessels under construction. This the members of the Engineers' Society claimed as engineer's work and ceased work, two other classes of work being also in dispute. On August 19th the engineers returned to work after a conference with representatives of the other society, at which it was agreed that two of the three classes of work in dispute should be done in future by the engineers.

In this trade, however, the chief dispute of the year arose on a question of wages, which from the number of persons directly and indirectly affected, from the districts covered, from its duration, and from the power and position of the organizations involved, must be considered as one of the most important disputes of the year. During the summer of 1895, there was undoubtedly a continuous improvement going on in the demand for labour in the shipbuilding industry, and this naturally had a stimulating effect upon the engineering trade generally, but especially in shipbuilding centres. This led to requests for advances of wages in which the lead was taken by the Clyde and Belfast districts.

The original claim of the engineers on the Clyde was for an advance of wages with a minimum of 7*d.* per hour. The object was stated to be to raise the rates in the Glasgow district to the level of those paid at Greenock. The demand was made early in August, and on August 28th the employers refused it, but offered an increase of $\frac{1}{4}d.$ to all earning less than 7*d.* per hour. The employers' offer was rejected at an aggregate meeting of the men in the Glasgow district, who made the further demand for a minimum of $7\frac{1}{2}d.$ per hour. On a ballot of the men being taken (at which 1,656 out of 3,600 voted) 843 were in favour of enforcing the demand and 813 against. This majority being considered insufficient to justify a strike, the employers' original offer was accepted on October 4th.

In Belfast applications were made at the end of August to all the principal firms for an increase of engineers' wages, for the purpose of recovering reductions amounting to 2*s.* a week, which they had sustained during the period of depressed trade. On September 18th, at a conference between the employers' associations on the Clyde and at Belfast, it was agreed that the two associations should support each other in resisting the demand, by closing the yards if necessary. The employers declined to give the increase, and on September 21st, at a mass meeting of the local members of the Amalgamated Society of Engineers, a motion in favour of a strike was carried by 460 to 26. On Thursday, October 10th, the ironfounders in Belfast also asked for an increase of wages of 2*s.* per week. On October 11th, after an unsuccessful attempt had been made by a deputation of clergymen to obtain a postponement of the stoppage for a week pending a conference of employers and men, the engineers ceased work to the number of about 1,400.

The following statement shows the wages of the classes of men affected by the dispute in the districts concerned, the rates quoted being those generally recognised by the respective trade unions—

Occupation.	Weekly Rate of Wages.		
	Belfast.	Glasgow.	Greenock.
	s. *d.*	*s.* *d.*	*s.* *d.*
Turners	33 0	30 $4\frac{1}{2}$	32 $7\frac{1}{2}$
Fitters	32 0	30 $4\frac{1}{2}$	32 $7\frac{1}{2}$
Smiths	30 0	30 $4\frac{1}{2}$	32 $7\frac{1}{2}$
Pattern-makers	33 0	33 9	33 9

The standard rate of wages recognised for ironfounders in Belfast by the Friendly Society of Ironfounders was 33*s.* per week at the end of 1892, and 32*s.* at the end of 1893 and 1894. The reduction of 1*s.* per week in 1893 took place in October.

In order to make the situation perfectly clear, it ought also to be understood that at about the same time the Boiler Makers' and Iron Shipbuilders' Society had also given notice for an advance of 10 per cent. on piece-work prices and 2*s.* per week on time rates, for all classes of men in the union, to take effect on September 26th.

After further negotiations the secretary of the Shipbuilders' union on October 3rd offered, on behalf of the men, to accept an increase of 5 per cent. on piece rates and 1*s.* a week on time rates, to come into force on January 1st, 1896. On October 10th a meeting of the employers' associations of the two ports decided to accept this proposal if March 2nd were substituted for January 1st, and trade in the meantime remained good. A conference between the parties resulted in the acceptance of these terms by the men's union, with the exception that the advance was to take place from the 3rd February instead of 2nd March. This, therefore, ended the dispute in so far as this section was affected, and the actual conflict, so far as its direct issues were concerned, was confined to the engineering branches. In Belfast the stoppage on October 11th was not entirely confined to the engineers in ship yards and marine engine shops, but also included those in the chief general engineering establishments. A few days later the iron-founders and brass-workers came out on strike to enforce demands of their own for an advance of wages. In view of the compact of September 18th, between the Employers' Associations on the Clyde and at Belfast, as to joint action, the Belfast employers declared that all subsequent negotiations must be carried on through the joint association, centred in Glasgow. The executive of the Amalgamated Engineers on October 16th were informed that a joint committee were ready to meet them in conference, if required, with a view to arranging terms of settlement. The executive of the Engineers' Society, however, objected to discuss what they regarded as a purely Belfast question with Glasgow employers, at Glasgow, and, as the Association of Employers refused to hold any conference at Belfast, it was eventually arranged to hold a conference between the engineers' representatives and a joint committee of Belfast and Clyde employers, at Carlisle.

At this conference, which was held on October 23rd, there were present two employers from Belfast and four from the Clyde, the workmen being represented by the president and the general secretary of the Amalgamated Society, the two organising delegates from the districts affected, and representatives of the two district committees. It should be explained that "organising delegates" are central officials responsible to the executive council, and in charge of various districts, while the district committees are locally elected bodies representing the members of the union in the respective districts.

The wages question as affecting the Clyde district was first considered. The employers' offer of $\frac{1}{4}d.$ per hour advance to all classes of men receiving less than 7*d.* per hour had been accepted by the men on October 4th. There was, however, a point outstanding with regard to the duration of this settlement and the length of notice required for future demands by either side. On this point the employers at Carlisle formulated the following proposition:—

"That the offer of the Glasgow district employers be confirmed subject to mutual adjustment of the condition already stipulated—namely, that any subsequent alteration be subject to certain notice on either side."

The Belfast dispute was next taken into consideration, and no satisfactory arrangement being arrived at, the employers put forward the following proposition:—

"The joint committee, after carefully and seriously considering the position, resolved that any advance at Belfast is entirely unwarranted in the present state of trade; and while no present advance can be made in Belfast, the joint committee are prepared to recommend, provided that the men now on strike return to work within one week from this date, that on March 2nd next an advance of one farthing per hour be made to the fitters, turners, finishers, planers, borers, and slotters in the shops of the Associated Employers in the Belfast and Clyde districts, if the state of the trade then warrants it, and on condition that any change made in the rate of wages shall remain in force for six months, and that subsequent alteration on either side shall be subject to two months' notice."

These proposals were submitted to the members of the Amalgamated Engineers' Society in the districts concerned. At a mass meeting of those on strike at Belfast, held on October 25th, the following resolution was passed almost unanimously:—

"That having heard from our official representatives who attended the Carlisle conference the report of that meeting, and the suggestion made to them by the employers' representatives, we

the members of the Amalgamated Engineers' Society in Belfast, and kindred trades, declare that the suggestion made is no offer, and we further maintain that if the employers are anxious for an immediate settlement, which we are, they will need to submit to us an offer more appropriate to our just and legal demands."

As to the proposition made by the employers for the settlement of the wages question on the Clyde, it was decided by the district committee that the offer be accepted, provided only one month's notice of change was required, instead of two months. The employers, in reply, however, adhered to their proposal of a two months' notice, and declined to vary the terms of their Carlisle proposition as to Belfast. The joint committee of employers also decided that, in pursuance of the compact between the two districts, the members of the Amalgamated Engineers' Society in the Clyde district should be discharged from their employment by the Clyde employers in the proportion of 25 per cent. each week, beginning on the 5th November. On this date the first discharge took place, the Associated Employers being unanimous in this respect, but the remainder of the men declined to await the result of this gradual process of lock-out, and in a few days came out voluntarily from the shops affected.

As to the numbers affected by this dispute, estimates were made by the Department of the number of persons affected by the dispute in the Clyde and Belfast districts based on returns from the trade unions and from the Employers' Association. The total number directly on strike or locked out, including society and non-society men, appeared from the trade union returns to be 4,526, and from the employers' return to be 4,500, almost exactly the same figure. The total of 4,526 was made up of 1,326 in Belfast (including moulders) and 3,200 on the Clyde. The Clyde figure was made up of 1,750 members of the Engineers' Union and 1,450 non-society men, members of other societies and labourers receiving strike pay. The number indirectly thrown out is more difficult to estimate precisely. In Belfast the number of members of unions indirectly affected by the dispute gradually increased to 2,800. To these would have to be added a considerable number of non-society men and unskilled labourers, making a probable total of not less than 4,500 persons indirectly affected by the stoppage in Belfast.

On the Clyde the indirect effects were much less noticeable, the number so affected in this district being only about 2,000. Thus the grand total of persons in both districts affected directly or indirectly was about 11,000.

Before matters had reached this stage, however, several attempts were made by outside parties to prevent the dispute developing to the extent threatened, and to conciliate the interests involved. Various efforts were made by the Lord Mayor of Belfast and the Lord Provost of Glasgow to mediate in the dispute. The Lord Mayor of Belfast formed a conciliation committee representing the leading commercial men and the Trades Council of the city, but the local employers refused to negotiate apart from those on the Clyde. On October 29th the Lord Mayor telegraphed to the secretary of the joint committee, suggesting as a compromise the concession of 1*s.* a week advance from December 1st without conditions as to trade, the men to return to work immediately. The proposal, however, was declined by the employers, who declared that their Carlisle offer was still open.

The Lord Provost of Glasgow also laboured most zealously to bring the parties together, especially with a view to prevent the extension of the stoppage of work to the Clyde. The executive of the Engineers' Society, however, declined to enter into a conference with the joint committee of employers as suggested by the Lord Provost on the ground that they had really no dispute with the Clyde employers, and must await a fresh offer from the Belfast employers before entering into any further conference. On November 14th the executive of the engineers summoned representatives of their members from the Belfast and Clyde districts to meet them in London, and after conference, passed the following resolution :—

"That having heard the reports of the delegates from the Glasgow, Greenock and Belfast districts, this Council of the Amalgamated Society of Engineers hereby resolves to maintain the policy as laid down in its communications with Sir James Bell, Lord Provost of Glasgow, and assure the men in the districts affected that all moral and financial support possible shall be rendered them until the dispute is brought to an honourable and satisfactory termination."

At the same time Sir Donald Currie, as an influential shipowner, was in Glasgow trying to arrange with the employers for a means of settlement after having also consulted the leaders on the other side. These attempts at conciliation, however, were unavailing. At this stage of the conflict the area of the dispute was somewhat extended, and the feeling between the parties intensified by the withdrawal from the

shops in Belfast on the men's side of the more advanced apprentices, who, not being bound by indenture, might legally leave their employment.

So far, the dispute had caused on the employers' side a strong desire to extend the principle of trade federation, and on November 20th a joint conference of representative employers from the districts affected by the dispute, and from the north of England, was held at Carlisle, to consider the question of extending the Employers' Federation. The meeting took place at the County and Station Hotel, and besides Belfast and the Clyde, employers attended from Barrow, Tyne, Wear, and Tees. The meeting was unanimously in favour of a federation of engineering employers for defensive purposes, and appointed a representative committee to carry out the necessary arrangements. This policy was afterwards accepted by the local associations of employers concerned.

About the same date a general appeal for sympathy and support was issued to trade unions by the Council of the Amalgamated Society of Engineers, the support being, as explained, not for themselves, but for the non-society men concerned in the dispute.

As the dispute continued, there was a tendency on the part of the men affected on the Clyde rather to increase than to abate their demands for a rise of wages. In Belfast the prolongation of the dispute caused much distress among the gradually increasing number of labourers who were indirectly thrown out. A special fund was raised to assist them, and public work was started for their relief. On the Clyde the distress was not nearly so great. On November 25th a firm of Glasgow engineers, not in the marine trade, removed the lock-out, but the district committee refused to allow the men to resume work until December 2nd, when the firm conceded a minimum wage of $7\frac{1}{2}d.$ per hour, and an advance of $\frac{1}{2}d.$ per hour to every engineer rated at more than $7d.$ an hour.

During the whole of the time the Lord Provost of Glasgow and the Lord Mayor of Belfast were unceasing in their efforts to arrange a meeting between the parties, and ultimately, as the result of communications made by them to both sides, they were successful on December 2nd in obtaining the acceptance by both sides of a conference to be held on the following basis:—

1. That a conference between the Executive of the Amalgamated Society of Engineers and the committee of the Engineering Employers' Association be called by the Lord Mayor of Belfast and the Lord Provost of Glasgow at once, the place, date and hour to be afterwards fixed.
2. The conference to be held under the presidency of a chairman, assisted by the Lord Mayor of Belfast and the Lord Provost of Glasgow.
3. The chairman to be a neutral party, chosen by the Lord Mayor of Belfast and the Lord Provost of Glasgow.
4. The object of the conference is to consider the matters at present in dispute, and any proposals for settling these differences, and to be without prejudice.
5. The chairman will, with the Lord Mayor of Belfast and the Lord Provost of Glasgow, endeavour to promote a settlement between parties, but neither the chairman nor the Lord Mayor of Belfast nor the Lord Provost of Glasgow will have a vote or any powers as Arbiters.

The policy of withdrawing apprentices, at first confined to Belfast, was now, however, being also carried out on the Clyde, and caused a feeling of irritation among employers, which threatened at one time to prevent the above proposals taking effect. The Council of the Engineers' Society intervened and ordered the local committees not to interfere further with apprentices, and advised their replacement pending the proposed conference.

In accordance with clause 4 of the above conditions laid down for the conference, Lord James of Hereford was chosen to act as chairman. The conference was fixed for Tuesday, December 10th, and was held in the Municipal Buildings, Glasgow. The chairman was accompanied by the Lord Provost of Glasgow and the Lord Mayor of Belfast. The disputants were represented by 10 delegates on each side. On behalf of the employers there were present three employers from Glasgow, three from Greenock, three from Belfast, and the Secretary of the Association. The men were represented by the chairman of the Executive Council, the general secretary, three members of the executive, the Belfast district delegate, and the secretary of the Belfast District Committee, the Scottish district delegate, and two delegates from the Glasgow and Greenock districts respectively. The conference sat for two days, and some approach was made to a settlement, although no complete agreement could be arrived at. Another adjournment, therefore, for a longer period took place to enable a ballot of the men to be taken on the modified proposals of the employers. The following is the official statement made by the chairman as to the proceedings:—

A conference between the executive council of the Amalgamated Society of Engineers and a committee of the Engineering Employers' Association met in the City Chambers, Glasgow, on December 10th, and sat on that day and on December 11th.

The following demands were made by the representatives of the Belfast operatives:—That we "agree to recommend our Belfast men to resume work immediately on the understanding that they "receive an immediate advance of 1s. per week and a definite promise of a second advance of like "amount, to come into operation on the first pay day in April 1896. After the second advance we "agree that no alteration shall take place for a period of four months, and any subsequent "alteration shall be subject to one month's notice on either side."

The following demands were made by the representatives of the Clyde operatives:—"We agree "to recommend our Clyde men to resume work on condition that they receive an immediate "advance of ¼d. per hour all round, with a definite promise of a further advance of a second ¼d. an "hour to all those who are in receipt of 7¼d. or less per hour, to commence on the first pay day in "April next, subject to the same conditions of alteration as those agreed upon for Belfast."

Such demands were declined by the employers' representatives, who made the following offers as to the Belfast and Clyde operatives respectively:—"As to the Belfast operatives, the employers offer an "advance in wages of 1s. per week, such advance to commence on February 3rd, and to remain undis- "turbed for a period of six months after February 3rd, any subsequent alterations in such rate to be "subject to one month's notice on either side. As to the Clyde operatives, the employers offer an "advance of ¼d. per hour—viz., 1s. 1½d. per week—to all operatives now receiving less than 7d. an "hour, such advance to commence immediately, also a further addition, after such advance has been "made, of another ¼d. an hour all round, such latter advance to commence on February 3rd next, "subject to the same conditions of alteration as those proposed in the case of Belfast."

The Belfast representatives adhered to their demands as above stated, and declined to recommend to the operatives whom they represented the offers made by the employers, but agreed to submit such offers to the decision by ballot of the operatives in Belfast and on the Clyde respectively.

It was agreed that the word "operatives" where above used should be taken to apply to those engaged in the following trades: Fitters, finishers, turners, planers, borers and slotters.

It was further contended by the representatives of the Belfast operatives that the word "operatives" should be taken to apply also to the trades of pattern-makers, smiths and brass-finishers. The employers' representatives agreed to accept this contention so far as it applies to members of such latter trades in Belfast who are members of the Amalgamated Society of Engineers.

It was agreed that the conference should be adjourned until after the decision of the ballots had been arrived at, the time and place of the adjourned meeting to be determined by the chairman and his colleagues.

By December 14th the result of the ballot was made known as follows:—

	For Acceptance of Employers' Proposals.	Against.
Greenock	42	407
Belfast	25	879
Glasgow	112	1,557
Clydebank	10	313
	189	3,156

The proposals of the employers were thus rejected by a majority of 2,967. At the Greenock meeting, at which the vote was taken, a resolution was unanimously passed to the effect that the Greenock men should not resume work unless an immediate advance to 7¼d. per hour were made, with an additional ¼d. per hour in four months. At the Belfast meeting it was resolved that as an alternative to their first demand 1s. advance immediately, and a like advance in or about April, might be agreed to.

On the Clyde there was a renewal of the agitation among the apprentices in the shops concerned in the dispute. Among the men themselves there seemed to be a difference of opinion as to the advisability of encouraging the lads to come out, and in some cases they were advised to return to work. The number of apprentices said to be entered on the Glasgow strike roll was 150. Informal negotiations were, however, going on between the parties, Lord James and Lord Provost Bell continuing their good offices as mediators. On January 17th advantage was taken by the mediators of a conference of Associated Employers, held at Carlisle, for other purposes, to bring representatives of the disputants into communication with each other. The following agreement was formulated as a basis of settlement to be submitted to the men:—

"FIRST.—The employers agree to give the following advances immediately on work being simultaneously resumed in the shops of the Associated Employers of the Upper and Lower districts of the Clyde and at Belfast, viz.:—

"(1) To the Belfast operatives 1s. per week.

"(2) To the Clyde operatives—

"(*a*) An advance of ¼*d.* per hour to all who, prior to the stoppage, were in receipt of less than 7*d.* per hour; and

"(*b*) A further advance of ¼*d.* per hour all round. That is to say, an advance of ½*d.* per hour to all under 7*d.* and ¼*d.* per hour to all who earned at and above that rate.

"SECOND.—The rate of wages to remain in force undisturbed for a period of six months from December 11th, 1895, to June 11th, 1896. After May 11th, if any change is demanded, one month's notice to determine the arrangement may be given, the arrangement continuing in force during the said month.

"THIRD.—The word 'operatives' shall include the following classes of tradesmen on the Clyde and at Belfast:—Fitters, finishers, turners, planers, borers and slotters, and shall also include, so far as Belfast is concerned, any pattern-makers, smiths and brass finishers who are members of the Amalgamated Society of Engineers."

This was signed by the president and secretary of each association, and countersigned by Lord James.

The following addition was made to the agreement:—

"NOTE.—Although not made a formal term of this settlement, the employers and operatives, with the hope of restoring perfect good feeling, will do their best to replace the state of employment in the same condition as it was before the strike and lock-out occurred, neither the employers nor the operatives to be subjected to any exceptional treatment on account of what has occurred."

On January 18th these proposals were submitted to meetings of the men held at Belfast, Glasgow, and Greenock, with the following result:—

	For.	Against.	Majority.
Glasgow and Clydebank - -	1,297	430	867
Greenock - - - -	432	35	397
Belfast - - - -	147	644	497

Taking both districts, the net majority was 767 in favour of acceptance. The vote, however, was not taken as an aggregate decision, each district being bound by its own vote only. The Belfast dispute was therefore still unsettled, and the Clyde employers did not open their works. During the following week a delegate from the executive council was sent to Belfast with instructions that the dispute could not be further prolonged. This intimation the men obeyed under protest, and it was arranged that work should be resumed on Monday, January 27th. As usual after a prolonged dispute there were slight difficulties in a few cases about the simultaneous resumption of work, and, in some instances, there was some difficulty about the apprentices who had come out, but by the end of the month the return to work was general. In Belfast the dispute had lasted slightly over 15 weeks, and on the Clyde about 12 weeks.

(f.) Shipbuilding.

Under this head in last year's report attention was called to the fact that a considerable number of disputes had arisen between platers and their helpers as well as between platers' helpers and employers directly. The helpers are men who lift and place into position and generally handle the plates of a ship under the direction of the skilled platers, who bend and otherwise prepare the plates for their place in the shell of the ship. The platers take this work by the piece and pay the wages of their helpers. There may thus arise between these two sections disputes in various ways. They may differ as to wages paid, as to the number of helpers allowed for a given class of work and as to the conditions under which their work is carried on. These sources of dispute are further complicated, for both sections, by the fact that in some establishments the mechanical appliances for lifting the plates are of a much higher order than in others. Under this latter head there were several disputes of importance during the year, a stoppage of a comparatively small number of helpers causing indirectly the idleness of several other sections of workers. In order to obviate the tendencies to dispute arising from these causes, an attempt was made in some districts to arrange printed scales of help to be allowed for certain classes of work in yards in which there might be no special facilities for doing the work, or in which certain specified facilities were provided. Such a scale was arranged in the Tyneside district and a copy of it will be found on p. 273. Several disputes arose as to the working of this scale, and these require a few words of notice. At Walker 40 helpers came out rather than work under the No. 4 scale of help which they alleged to be insufficient, inasmuch as the facilities provided were not equal to that scale. This dispute indirectly affected 800 other workers and lasted from the 28th October to the

11th December, the settlement arrived at providing that the No. 3 and No. 4 scales should be adapted to meet the requirements of the yard.

At Wallsend a dispute in which 119 helpers were directly affected, arose from precisely the same cause and this continued from November 11th to December 19th. The points in dispute were in this case referred to the arbitration of a working driller, who decided that certain work should be done under No. 4 scale, and certain work under No. 3 scale, the employer to provide in some cases an additional man as tackle hanger. Several lesser disputes from this cause arose on the Tyne, and they are interesting as illustrating the extent to which comparatively unskilled labour may be organised and justly apportioned to the work to be done.

There were also a considerable number of demarcation disputes in shipyards, chiefly as between shipwrights and ship-joiners, but none of these were of sufficient magnitude or duration to call for special notice.

(g.) Miscellaneous Metal Trades.

(1.) *Chainmakers, &c.*

In this industry 750 persons were on strike in the Cradley Heath district from 16th September to the 7th October for a return to the 1874 price list for small chains, equivalent to an advance of about 5 per cent., an object in which they were successful. In the neighbouring district of Old Hill 214 persons in the same trade were out five days for an advance of 10 per cent., and were successful. In the adjoining township of Blackheath 330 rivet makers after a stoppage of three days also succeeded in obtaining an advance of 12½ per cent. in their wages.

(2.) *Tin Plate Making.*

There were a considerable number of stoppages in this branch of trade, involving a considerable number of persons. Most of these, however, were not disputes in the ordinary acceptation of the term, but arose from a condition of trade, in which employers notified the workpeople, that it was impossible to continue to manufacture on existing conditions, and that works must be closed unless reductions could be allowed. The principal dispute, or rather series of disputes, was that which prevailed over a considerable portion of the South Wales and Monmouth district during July and August. Trade had then revived to some extent, and the workpeople at about 60 establishments came out in support of a demand for a return to the price list of 1874. It is difficult to fix either numbers or duration in this case, inasmuch as the movement was not general, or well organised, and the concession demanded was made by individual employers at different dates. It is estimated that 9,000 persons were directly and indirectly concerned in the dispute, but it is not easy to fix the average per-centage of advance gained by the men in this movement, as the variations from the 1874 list were so considerable, that the advances gained ranged from 5 to 25 per cent.

(h.) Coal Mining.

While, in 1895, there were no general disputes of great magnitude affecting whole districts in this industry, there was a large number of local and sectional disputes. In fact, coal mining alone was responsible for one-fifth of all the disputes of the year, and one-third of these mining disputes took place in Scotland, that part of the kingdom being in an exceptionally disturbed condition during the year.

The bulk of the mining disputes arose out of questions directly connected with rates of wages, but a considerable proportion arose out of the penalties to be enforced, or deductions made for the presence of dirt or other foreign material found among the coal sent to bank. There were also several important disputes as to the employment of non-union labour.

Under the first of these heads may be noticed two disputes at Cymmer, Glamorganshire, the first involving 300 persons, and continuing from January 1st to April 24th, the object being to establish a list of prices. The men eventually returning to work without having effected their object. The same colliery was out again from 29th July to August 22nd, asserting the right to an extra rate on account of more difficult conditions of working. The dispute in this instance was referred to arbitration, and the men were awarded an advance of 6¼ per cent.

At Alfreton 600 persons were out a fortnight in resistance of a proposed reduction of 15 per cent. on prices in the cannel seam, the seam having become easier to work.

The men also wanted a price list fixed for this seam. Ultimately the dispute was compromised, the men obtaining a price list, and submitting to a reduction of 7½ per cent.

At Castleford 800 persons were out demanding an advance of rates, consequent upon a change in the mode of working the coal. After a three weeks' stoppage the men returned to work to give the new mode of working a trial.

At Bolton 300 men were out from March 5th to July 9th, because of disagreement as to price per ton to be paid in a new coalfield, the ultimate settlement being a compromise, in which both parties made concessions. Another prolonged stoppage was that caused at Gorseinon by changes in working arrangements said to affect wages, in which 220 men were involved from April 1st to August 23rd, and which was also arranged by compromise. A proposed sectional reduction of 2*d.* per ton on the rates paid to nine men only at Gorebridge caused a four days' stoppage of 600 others in April, which was ended by the firm concerned paying the nine men day wages until the work in dispute was finished.

At Barnsley a change in the mode of working caused a disagreement as to tonnage rates to be paid under the new system, and 1,089 persons were out from this cause from April 17th to May 24th, with the result that the old mode of working was reverted to. At Pontypridd a similar cause produced a five days' stoppage of 1,000 men, who were not successful in obtaining an allowance claimed by reason of altered conditions of working.

At Wigan 2,027 persons were out from 15th May to 4th June in support of a demand for an increased rate in a certain mine, and for extra payment for setting bars, long drawing, and cutting out places. The dispute was compromised; no increased field rate was fixed, prices were arranged for setting bars and cutting places, and cases of long drawing were left to be dealt with on their merits. A failure to agree as to prices for special work at St. Helens caused a stoppage of 400 men from the 22nd May to 1st August, when a special rate was agreed to.

At Castleford an alteration in the mode of working was alleged by the men to cause a reduction equal to 4½*d.* per ton in wages. This caused a stoppage of 1,000 persons from June 21st to October 29th, when the men resumed work on the old conditions, and on the understanding that a future consideration of the matter in dispute would be necessary.

At Rotherham, for a similar reason, 800 men were out from the 3rd July to the 23rd October, and were then able to resume work under the old conditions. In the same locality 545 persons were out from August 20th to December 23rd, because of a dispute as to what tonnage rates should be paid in a certain seam, on changing from day to piece work.

At Treharris 1,700 men were out from the 13th to the 24th August on account of a dispute as to the mode of measuring headings which affected wages. The matter was referred to arbitration. The award is somewhat technical, but will be found on p. 276.

At Cobbinshaw, in Scotland, 450 persons struck in support of a demand for an advance of 1*s.* per day from the 28th August to the 2nd October, but had to resume work at the old rate. At Ebbw Vale in support of a demand by the screenmen for an advance of wages, 1,100 men were out from the 1st to the 8th October. On the latter date the employés of the company at their other pits to the number of 2,300 stopped work in sympathy with those on strike, on which an agreement was arrived at to refer the dispute to a committee, and the whole of the men returned to work.

At Blaina two pits employing 3,000 persons were laid idle during the last week in October by a stoppage resulting from a variety of causes. In the first place, there was a demand for special payment for clearing away cled in working places. There was also a demand for the reinstatement of a discharged committeeman, and an application by the hauliers for an advance in wages of 6*d.* per day. The dispute resulted in the first question being sent to a joint committee, while the discharged committeeman was reinstated, and the hauliers received the advance applied for.

At Hamilton, 650 persons were out during the whole of the first fortnight in November, resisting a reduction of tonnage rates said to be equal to 1*s.* per day, but were unsuccessful.

At Maesteg, 700 men were locked out from November 1st, 1895, to February 8th, 1896, because at another of the Company's pits the men had been out on strike from April 1st, 1894, on account of a dispute as to prices in one seam. The earlier dispute being settled by mutual concessions as to prices, the lock-out at Maesteg also came to an end.

At Merthyr, 2,029 men were out one week in November, resisting a partial reduction

of a special allowance made in certain seams, and directly affecting 393 men, and for the reinstatement of 40 discharged men. The men returned to work, however, at the old rates pending further consideration of the allowance question, but the discharged men were not reinstated.

At Coleford, 520 persons refused to assent to a revised scale of prices and have been out since December 9th, the colliery not yet having resumed work.

As to questions arising out of the presence of foreign material among the coal and character of coal sent to bank, the principal dispute was one at Washington against the imposition of heavy penalties for tubs containing bad coal. 1,088 persons were out from April 28th to May 14th, the dispute being referred to arbitration, with the result that the amount of the fines imposed was reduced from 6*d.* and 3*d.* to 5*d.* and 2*d.* At Cambuslang 279 men were out three days against a new system of fines and dismissals for sending up dirt in coal, with the result that the new system was withdrawn.

At Usworth there was a one day's stoppage of 1,053 men because of alleged excessive penalties for dirt in coal, the result of which was, that the penalties were not enforced for the particular tubs in dispute. At Motherwell, on 29th April, 82 men came out against a scale of deductions for bad coal in one seam only. On the following day 419 persons came out in sympathy with them, and the whole were out until May 6th, when the matter was compromised and a general system agreed to for the whole colliery. At Hamilton, 500 men were out one day against the dismissal of men for alleged filling of dirty coal, the result being that orders were given to stop the system of dismissals without adequate reason. In the same locality 531 persons were out one week in November resisting an increase of ½ cwt. in the tare of the tubs as dirt allowance, but accepted the change.

In respect to non-union labour there was a three days' stoppage of 1,109 men at Hebburn, to compel certain men to pay up dues to the union. The men paid up, but as those who came out had not given legal notice many of them were summoned for breach of contract and had to pay an aggregate of 216*l.* as compensation to the owners.

At Harthill, 80 men came out on May 20th and were out eight days to compel a few men, whose religious belief prevented them becoming members, to join the union. Other 500 men were out in sympathy, but the strike was not successful, and the men decided to work only four days a week, rather than continue the dispute. At Sunderland, 500 persons came out for one day rather than work with non-unionists. The men objected to joined the union, but many of those who came out were summoned, although by arrangement with the employers the summonses were withdrawn. An exactly similar result attended a four days stoppage for the same reason of 200 men near Chester-le-Street.

In Scotland there were several disputes as to the number of days per fortnight to be worked. At Blantyre 2,000 men were out three days in resistance of having to work 11 days per fortnight, but had to accept the employers' terms. Two months later the men stopped work again to enforce a policy of 10 days per fortnight and lost two days, but were then allowed to continue the 10 days system. At Cowdenbeath 800 men came out against the dismissal of a section of their number for taking an "idle day" not agreed to by the management. After a stoppage of two days, the dismissed men were reinstated, but the management were allowed the right of saying which should be the fortnightly "idle day."

In a few cases large numbers of miners were indirectly laid idle by disputes raised on questions affecting some of the branches of auxiliary labour about the mines. Of these may be mentioned a stoppage of 19 banksmen near Pontefract against a reduction of the number employed consequent upon lessened speed in pulling the coal. This indirectly affected 820 other men, and the pit was idle from March 1st to March 11th when the men returned to work without having effected their object. At Mexbro' 308 banksmen came out against reduction of wages alleged to be in excess of that agreed to by the conciliation board, against a system of fines, and for a reduction of working hours. 1,425 other workmen were indirectly affected and all were out from October 23rd to November 23rd, when the dispute was arranged under a compromise which redressed excessive reductions and fines, but made no alterations in hours of labour or standard rates of wages.

At Merthyr 21 hauliers came out for one day and laid 250 men idle, because of a purely temporary insufficiency of corn below, to fill the nosebags of all their horses. The hauliers were summoned for this action and were ordered to pay 2*l.* each and costs. This caused a further turn out of 150 hauliers, affecting 850 other workers for three days, in resistance of the enforcement of the penalties imposed. The employers agreed to forego the claim to damages, but the hauliers had to pay the costs amounting to 6*s.*

each. 75 hauliers at Ebbw Vale, not being allowed a full day for short turns of work on Saturday and Monday, were out three days and laid idle 800 other workers, with the result that arrangements were made for the redress of the grievance complained of. 41 putters in a pit near Gateshead were out for one week in June for an advance of wages, and laid 430 men idle, but having come out without giving due notice, were summoned and fined 10*s.* each with 4*s.* costs, and on a second summons 3*s.* 6*d.* costs. Wages as a result were rearranged, but no actual advance was made.

At Maesteg 100 hauliers left work on the 7th August because of grievances about their turns to use the trams. The stoppage continued until September 9th, when work was resumed under practically the old conditions. During the dispute 530 other men were affected, but the hauliers having come out without giving notice, some of them were summoned and fined 12*s.* 6*d.* each and costs. At a Durham colliery 82 putters had a dispute as to alleged improper measurements and left their work, causing a stoppage of 1,100 men from September 30th to October 7th; the putters were summoned and ordered to pay 90*l.* as damages and costs. The men's union intervened and arranged a compromise with the owners under which the work in dispute was re-measured.

At a Tyneside colliery 66 putters came out because they were dissatisfied with the dismissal of one of their number. This caused the stoppage for two days of 1,264 men. The putters were summoned, ordered to pay 30*s.* each as damages and costs, and returned to work without having effected their object.

At Ebbw Vale a comparatively small number of engine men were dissatisfied, because, after an advance of wages, certain allowances were stopped. They came out on strike and 6,000 men were laid idle one week in January in consequence. A conference between the parties resulted in a return to work under an assurance that grievances would be inquired into.

At Ferndale 50 engine drivers turned out for an advance of wages and laid pits idle four days employing 4,000 hands, the dispute being referred to a joint committee for settlement. At Cwmtillery a total of 1,450 hands were affected by a dispute in which a few enginemen were refused an advance of from 2*d.* to 8*d.* per day. The stoppage lasted through the first fortnight in August and was referred to a joint committee. A similar termination attended a strike of 53 enginemen, stokers, and fitters who came out for advanced wages and shorter hours in the Rhymney Valley from the 1st to the 11th November, 3,177 other workmen being idle in consequence.

(i.) Textile Trades.

There were numerous disputes in this group of trades, but none of more than local importance.

The chief causes of dispute were wages questions and bad material, which is really but another aspect of the wages question in these trades. Among the more important wages disputes may be mentioned a stoppage by 330 cotton twisters and drawers at Burnley for an advance of wages to the twisters. The dispute lasted a week and the operatives returned to work at the old rate of wages. At Stalybridge 540 cotton bleachers and dyers were out from August 29th to December 10th, for an advance of wages and reduction of hours. At the end of that period such of the operatives as places were vacant for, returned at the old conditions, the firm promising to consider grievances within three months of the resumption of work.

From August 30th to September 23rd 240 cardroom operatives and spinners who came out in sympathy were on strike for payment of work in excess of standard said to have been performed by grinders, and for payment of a week's wages to a discharged tenter. The week's wages were paid and the extra work was taken off.

At Barnoldswick, on 16th October, 275 weavers left their employment in four mills in order to enforce payment according to the uniform price list, but in June of the present year the dispute still remained unsettled. 1,080 fustian cutters were on strike at Congleton from May 21st to 25th for an advance of wages, and were successful. 800 jute workers at Stratford struck three days in June for the restoration of 10 per cent. in wages taken off during depressed trade. 5 per cent. advance was given at once, with a promise of the other 5 per cent. after six weeks.

The most important textile conflict of the year was a dispute, involving eventually about 32,000 operatives engaged in the jute and linen trades in Dundee and Lochee, which began on Saturday, August 17th.

Two days previously, at a meeting convened by the Dundee and District Mill and Factory Operatives' Union, it had been decided to apply to the trade committee of employers in those trades for an advance of wages in the first week of September.

On the following day, before any answer had been received from the trade committee, the boys employed at one establishment, when receiving their pay, demanded an immediate advance, and this being refused, about 100 boys struck work the next day. The boys and younger workers at several large mills followed suit, thereby making it impossible for work to be carried on, and on Tuesday, August 20th, at the end of the day, 10,000 operatives of all kinds were idle.

The employers, at an informal meeting, decided that the advance in wages could not be conceded, and on the following day 4,000 more operatives left work, the strike, which had at first involved the majority of workers against their will, being each day more generally supported when the decision of the employers had been made known. At one firm an advance of 5 per cent. was conceded, and the stoppage only lasted for four hours.

On Thursday, August 22nd, the number idle rose to 18,000. A proposal was made to the trade committee on behalf of the strikers that they would return to work immediately if an advance of 5 per cent. were conceded. The trade committee, however, refused this advance, and drew up an agreement binding the signatories under a penalty of 500*l.* not to advance the present rate of wages, and, if necessary, to close their works during the continuance of the strike. The agreement was ultimately signed by 47 firms.

During the following week the dispute extended to Lochee, and by Thursday, August 29th, the number of operatives who had left work had risen to upwards of 30,000.

The great majority of the operatives belonged to no trade society, and, in view of the determined attitude of the employers, a mass meeting was held on Friday, August 30th, when it was resolved that work should be resumed, and that the workers should wait for the proper time to discuss the question of an increase of wages. About 2,000 were at work on the following day, and on Monday, September 2nd, there was a general resumption of work.

There was also a strike of 1,500 woollen weavers at Yeadon which indirectly threw out of work 2,500 other persons, and which lasted from the 25th June to August 3rd. The stoppage was in resistance of the introduction of a new price list, the effect of which in the opinion of the operatives, would have the effect of reducing wages 15 to 20 per cent., and, in the opinion of the employers, 6 per cent. In the end the employers agreed to pay on the old list of 1893 in force before the dispute.

In the carpet trade there was a stoppage of 600 operatives from the 1st of August to September 24th in resistance of reductions of 10 and 20 per cent. The dispute extended to Dewsbury, Heckmondwike, Aberdeen, and Bannockburn. In the end it was referred to arbitration, with a result favourable to the operatives.

Under the head of disputes arising from having to work with bad material may be noted the stoppage of 320 weavers at Blackburn from the 12th to the 20th June. As a result it was decided that complaints should be inquired into and remedied where possible. Four days later, however, the operatives of the same firm to the number of 610 directly and indirectly affected were out two days because the complaints made in the previous case had not been attended to. In this case the firm agreed to inquire into complaints at once. On June 26th and until July 1st 355 operatives in the employ of the same firm were out for the same reason, and with the same result.

At Bolton 700 operatives in a spinning mill came out in support of a demand that the firm should pay for extra assistance required in spinning an inferior class of cotton. The dispute lasted seven days and the employer agreed to pay for an additional piecer. Certain grievances of the card room hands were also satisfactorily disposed of.

374 weavers were out at Blackburn from 30th October to 4th November, because of bad material and conditions of working, but returned on a promise that material and conditions should be improved. At Oldham 110 spinners were out from November 22nd to December 20th, to compel the employer to reduce the speed of the mules on account of the quality of material supplied, a condition with which the firm ultimately complied. 500 jute operatives at Dundee were out two days on account of bad material, but returned to work unconditionally.

Amongst strikes in the textile trades due to other causes may be mentioned one at Stockport in which 500 operatives were out one week in March because of the discharge of certain overlookers. The union of the men did not, however, approve of this action, and the weavers had to return without effecting their object. At Padiham there was a stoppage of 17 weeks affecting 410 persons on account of alleged excessive

steaming in the weaving sheds. As a settlement it was agreed that steam should only be infused on cold dry days, and then not after the sheds had reached a temperature of 64°. At Oldham, consequent on the rearrangement of machinery in the card room of a cotton mill, notice of discharge was given to 13 hands. Against this 495 operatives were out five days, when it was agreed that 11 of the discharged hands should be re-engaged.

At Killyleagh 373 linen operatives objected to sign certain rules and regulations of the firm they were employed by. Indirectly 300 other persons were involved. The stoppage lasted one week, after which the operatives gave way.

(j.) Dock and Waterside Labour.

There was in this group of labourers only one dispute of much importance in the matter of numbers concerned. This was at Limerick, where 130 dock labourers came out against shipowners discharging cargoes by means of steam winches worked by crews. 2,000 other men joined in the stoppage, which, however, only lasted two days, after which the men returned to work without having accomplished their object. At Salford from May 27th to June 22nd 350 dock labourers were out on account of the refusal of employers to engage men wearing the union badge. It was agreed that the union badge should be worn less prominently, and that union and non-union men should be engaged without distinction.

IV.—DETAILED ANALYSIS OF DISPUTE STATISTICS OF 1895.

(a.) Distribution of Disputes by Trades.

With a view to show the extent to which the separate branches of industry have been affected by disputes during 1895, the following statement has been prepared.

It shows (*a*) the number of disputes in each trade; (*b*) the number of persons affected in each trade by such disputes, and (*c*) the aggregate number of working days lost by each trade in all cases in which particulars as to duration have been obtained:—

STATEMENT showing the NUMBER of DISPUTES of 1895 according to TRADES, with the NUMBER of PERSONS involved therein, and the DURATION in WORKING DAYS.

Trade.	Number of Disputes in the Trade.	Persons concerned.		Duration.	
		Number in which Particulars have been received.	Persons affected by Disputes included in the previous Column.	Number in which Particulars have been received.	Aggregate Number of Working Days lost in the Disputes included in the previous Column.
Bakers	6	6	240	4	1,261
Brush-making	2	2	37	2	1,127
Building trades:—					
Bricklaying	43	39	1,719	34	83,011
Brick making	4	4	151	4	1,262
Carpenters and joiners	45	45	3,213	38	126,493
Packing case makers	1	1	12	1	2,184
Painters and decorators	11	11	784	10	38,397
Plasterers	13	13	655	11	24,305
Plumbers	15	14	609	13	13,800
Public works construction and maintenance.	10	10	618	8	7,019
Sawyers	1	1	9	1	495
Slaters	1	1	35	1	1,435
Stonemasons	39	37	1,258	30	50,673½
Builders (generally)	14	14	835	9	20,948
Total building trades	**197**	**190**	**9,898**	**160**	**370,022**
Butchers	1	1	150	1	150
Cabinet making and furniture trades	23	20	1,858	13	31,251
Cement working	1	1	550	1	2,200
Chemicals and explosives workers	2	2	400	2	2,200
Cigar, tobacco, and pipe trades	7	7	356	7	16,993

Trade.	Number of Disputes in the Trade.	Persons concerned.		Duration.	
		Number in which Particulars have been received.	Persons affected by Disputes included in the previous Column.	Number in which Particulars have been received.	Aggregate Number of Working Days lost in the Disputes included in the previous Column.
Clothing trades:—					
Boot and shoe manufacture	27	26	49,021	26	1,618,930
Hat and cap manufacture	2	2	203	2	3,581
Hosiery and underclothing manufacture.	7	7	7,007	6	118,601
Tailoring	17	17	847	13	6,261
Total clothing trades	**53**	**52**	**57,078**	**47**	**1,747,373**
Coach-building	2	2	25	—	—
Coopers	4	4	43	1	1,404
Female employment	2	2	71	1	100
Glass trades	6	6	358	2	9,126
Labour (agricultural and general)	14	14	152	4	689
Leather and india-rubber trades	6	6	199	4	3,144
Metal trades:—					
Iron and steel manufacture:—					
Blast-furnacemen	8	7	3,151	7	81,165
Puddlers, millmen, &c.	4	4	806	4	7,998
Steel workers	10	9	3,335	8	97,473
Iron-plate working, galvanising, &c.	2	2	410	1	16,800
Total iron and steel manufacture	*24*	*22*	*7,702*	*20*	*203,436*
Engineering and shipbuilding:—					
Pattern making	2	2	16	1	126
Ironfounding, &c.	12	11	425	11	25,412
Boiler-making	2	2	120	2	5,480
Coppersmiths	1	1	15	1	45
Fitters, turners, &c.	20	20	13,587	16	927,502
Electrical and scientific instruments, &c.	1	1	271	1	8,130
Machinists	1	1	106	1	2,544
Engineers' labourers	1	—	—	—	—
Railway wagon makers	3	3	660	3	22,320
Safe making	1	1	20	1	1,060
Smiths and hammermen	1	1	30	1	330
Whitesmiths	1	1	8	1	208
Shipbuilding	56	55	7,965	54	99,556
Total engineering and shipbuilding	*102*	*99*	*23,223*	*93*	*1,092,713*
Miscellaneous metal trades:—					
Anchor making	2	2	60	2	3,810
Bedstead making	1	1	14	1	784
Brass working	5	5	186	5	4,327
Chain-making	6	5	1,067	5	17,997
Cutlery and edge tool manufacture.	3	3	57	2	4,162
File-making	1	1	13	1	338
Rivet-making	1	1	330	1	990
Silver working	1	1	9	1	54
Stove, grate and fender manufacture.	4	4	217	4	8,316
Tin-plate manufacture	19	18	12,971	14	204,406
„ workers (makers up)	2	2	33	—	—
Tube manufacture	2	2	153	1	3,212
Vice making	2	2	260	2	2,420
Wire working	1	1	19	1	247
Total miscellaneous metal trades	*50*	*48*	*15,389*	*40*	*251,063*
Total metal trades, including shipbuilding.	**176**	**169**	**46,314**	**153**	**1,547,212**
Millers	1	1	11	—	—
Mining and quarrying:—					
Coal mining:—					
Coal hewing	150	149	54,410	126	766,489
Surface men, datallers, &c.	5	5	4,631	5	54,326

Trade.	Number of Disputes in the Trade.	Persons concerned.		Duration.	
		Number in which Particulars have been received.	Persons affected by Disputes included in the previous Column.	Number in which Particulars have been received.	Aggregate Number of Working Days lost in the Disputes included in the previous Column.
Mining and quarrying—*cont.*					
Hauliers, drawers, and pit lads	13	13	9,412	13	47,040
Coke making	2	2	43	2	317
Colliery enginemen, stokers, &c.	4	3	13,280	3	105,730
Total coal mining	*174*	*172*	*81,777*	*149*	*973,902*
Miscellaneous mining:—					
Fireclay	2	2	46	—	—
Iron mining	2	2	365	1	900
Tin „	1	1	1,000	1	2,000
Quarrymen and sett-makers	12	12	691	9	4,590
Total miscellaneous mining	*17*	*17*	*2,102*	*11*	*7,490*
Total mining and quarrying	**191**	**189**	**83,879**	**160**	**981,392**
Municipal employment	3	3	32	3	109
Paper and stationery manufacture	2	2	173	2	1,109
Pottery trades	1	1	64	1	512
Printing and bookbinding trades	11	11	154	3	635
Saddle and harness trades	1	—	—	—	—
Textile trades:—					
Cotton manufacture	62	61	12,708	57	162,854
Fustian „	4	4	1,481	4	28,063
Jute working	12	12	34,674	12	392,302
Lace manufacture	2	2	37	—	—
Linen and flax manufacture	8	8	960	8	12,833
Rope and twine „	3	3	330	3	1,506
Silk manufacture	1	1	70	1	210
Woollen and worsted manufacture	29	28	6,191	25	164,244
„ „ dyers	4	4	224	3	231
Carpet manufacture	2	2	615	2	27,630
Textile machine fittings manufacture.	5	4	125	3	3,774
Total textile trades	**132**	**129**	**57,415**	**118**	**793,647**
Theatrical, &c. operatives	2	2	38	2	938
Transport:—					
Public carriages	5	5	147	5	6,316
Carmen and carters	2	2	21	2	49
Railway workers	2	1	28	—	—
Seafaring	4	4	104	3	198
Dock and waterside labour	17	16	3,963	14	23,495
Total transport	**30**	**28**	**4,263**	**24**	**30,058**
Grand total	**876**	**850**	**263,758**	**717**	**5,542,652**

The above table shows that in point of mere number of disputes, the group of trades known as "building trades" stand first, with a total of 197 disputes, which is about 22·5 per cent. of the whole number. It will be seen, however, that both in respect to numbers affected and duration, the disputes of this section of industry are much less important than some others. With over one-fifth of the total disputes, these trades show only about one twenty-sixth of the aggregate number of persons.

Next in point of number of disputes comes the mining and quarrying section, with a total of 191 disputes, which is 21·8 per cent. of all the disputes of the year, or very nearly the same proportion as the building trades. The difference in the number of persons affected, however is considerable, as the mining group had nearly 32 per cent., or almost one-third of all the persons engaged in all the disputes of the year.

The section summarised as "total metal trades" comes next in respect to number of disputes with a total of 176, which is one-fifth of all the disputes of the year, while the number of workers involved in them made up 17·5 per cent. of all those engaged in the total disputes of the year. This section, however, includes many somewhat diverse

occupations, some of which have to do with other material than metals, as in engineering and shipbuilding, in which many workers in wood are included. It is therefore desirable to analyse this comprehensive group somewhat more in detail. In the section which is purely employed in the various processes of manufacturing iron and steel, the disputes are not important either in numbers or in persons concerned, the total of disputes being only 24, with 7,702 persons affected, a figure the lowness of which may be chiefly ascribed to the existence of boards of conciliation in the chief centres of this industry.

The various sections making up the engineering trade, and shipbuilding, being very nearly allied, and having much work in common, may be taken together, and thus form a group showing not only a large number of disputes, but also a long duration, and a considerable number of persons affected. They make up a total of 102 disputes, 56 of which are in shipbuilding. Thus the per-centage of the whole of this group is 11·7 per cent. of all the disputes of the year, while in the group itself, close on 55 per cent. of the disputes are in the shipbuilding section.

The number of persons affected for the whole group was 23,233, or not quite nine per cent. of all those engaged in the total disputes of the year. Shipbuilding disputes, however, with 55 per cent. of the disputes of the group, only contributed 34·2 per cent. of the number of persons affected.

The disputes in the miscellaneous metal trades are of little importance, and are chiefly made up by a peculiar class of movements in the tin-plate trade which have already been referred to.

The textile trades again form a group showing a very large amount of disturbance, as is perhaps inevitable, having regard to the number of establishments in the trade, the number of persons employed, and the diversity of conditions affecting earnings, any of which may form the subject of disputes.

These trades are accountable for 132 disputes, which is 15 per cent. of all the disputes of the year, but the number of persons concerned make up 21·8 per cent. of the persons engaged in all the disputes of the year, a result due to the general dispute in the Dundee jute trade.

The clothing trades also form a group showing a very high proportion of persons affected, owing to the disputes in the boot and shoe and hosiery trades.

The clothing group had a total of 53 disputes, which is but 6 per cent. of all the disputes of the year, but the number of persons involved made up 21·6 per cent. of all the persons involved in disputes during the year.

In transport, dock and waterside labour, &c., the proportion of disputes was not such as to call for special mention.

(b.) Comparative Table of Disputes by Trades, and Persons affected for Five Years.

SUMMARISED STATEMENT of DISPUTES in GROUPS of TRADES, with NUMBER of PERSONS affected, for the YEARS 1891, 1892, 1893, 1894, and 1895.

Groups of Trades.	Number of Disputes reported.					Number for which Particulars of Persons affected have been received.					Number of Persons affected in Disputes shown in previous Column.				
	1891.	1892.	1893.	1894.	1895.	1891.	1892.	1893.	1894.	1895.	1891.	1892.	1893.	1894.	1895.
Building trades	149	149	170	225	197	123	115	152	215	190	25,229	18,175	17,738	15,247	9,898
Cabinet and furniture trades	18	9	20	10	23	11	7	15	9	20	317	312	366	257	1,858
Chemical and gas workers	4	3	5	6	2	4	3	5	6	2	118	193	427	2,805	400
Clothing trades	66	56	80	82	53	55	49	71	81	52	40,992	36,431	10,821	6,853	57,078
Coachbuilding and coopers	9	6	8	4	6	8	5	6	4	6	630	477	2,495	69	68
Domestic trades	11	8	5	3	4	7	6	5	3	4	627	425	56	184	108
Food, tobacco, and drink preparation	18	12	9	5	15	17	12	9	5	15	3,271	1,516	549	365	757
Glass and pottery trades	12	8	11	10	7	10	7	10	9	7	3,534	20,369	5,211	1,667	422
Labour (agricultural and general unskilled).	18	19	25	15	14	11	12	17	12	14	1,967	1,031	958	584	152
Leather and rubber trades	5	5	2	5	7	3	5	2	5	6	169	717	30	52	199
Metal trades (including shipbuilding)	165	129	136	177	176	123	108	124	167	169	60,502	39,759	30,309	27,899	46,314
Mining and quarrying	132	109	156	246	191	96	86	133	222	189	51,427	120,386	506,182	216,880	83,879
Paper, printing, and bookbinding trades.	20	7	7	19	13	14	7	7	19	13	1,291	708	381	271	327
Textile trades	217	137	105	194	132	164	117	89	182	129	44,837	102,722	45,274	39,025	57,415
Transport	62	41	43	58	30	42	25	34	56	28	32,499	12,878	15,589	12,041	4,263
Miscellaneous trades	—	2	—	2	6	—	2	—	2	6	—	700	—	46	620
Total	906	700	782	1,061	876	688	576	679	997	850	267,460	356,799	636,386	324,245	263,758

(c.) Distribution of Disputes by Districts.

A table showing the distribution of disputes by counties has been prepared as usual, and will be found as an appendix on p. 220 of this volume. The following statement is a summary of the table referred to, and shows the magnitude and distribution of the strikes of the year in the various parts of the United Kingdom :—

STATEMENT showing NUMBER of LABOUR DISPUTES in 1895 in ENGLAND and WALES, SCOTLAND, and IRELAND, with total NUMBER of PERSONS affected, as far as ascertained.

—	Total Number of Disputes.	Number of Disputes where the Number of Persons affected is known.	Persons affected by Disputes included in the previous column.
England and Wales - -	639	622	179,343
Scotland - - -	188	180	62,770
Ireland - - -	47	46	12,045
Extending to more than one division of the United Kingdom.	2	2	9,600
Total - -	876	850	263,758

The following statement is an amplification of the foregoing summary, and shows the extent to which certain groups of contiguous counties and districts have been concerned in the disputes of the year :—

STATEMENT showing NUMBER of LABOUR DISPUTES in 1895 in various GROUPS of COUNTIES, with NUMBER of PERSONS affected, so far as ascertained.

Groups of Counties.	Counties included in Group.	Number of Disputes.	No. of Disputes in which the Number of Persons affected is known.	No. of Persons affected by Disputes shown in previous column.
England and Wales.				
Metropolis - - -	- - - - - - -	47	42	2,635
Home Counties - -	Essex, Herts, Kent, Middlesex, Surrey - -	10	10	1,385
Southern - - -	Hants, Oxford, Wilts - - - -	6	6	631
South Western - -	Devon, Cornwall, Somerset, Gloucester - -	34	34	2,965
Eastern - - -	Cambridge, Lincoln, Norfolk, Suffolk - -	28	28	1,370
East Midlands - -	Beds, Leicester, Notts, Northants - -	37	36	9,200
West Midlands - -	Derby, Staffs, Warwick, Worcester - - -	51	49	7,697
Lancashire and Cheshire -	- - - - - - -	156	152	26,531
Yorkshire - - -	East, West, and North Ridings - - -	134	132	22,478
Northern - - -	Northumberland, Durham, Cumberland -	53	53	14,961
Wales - - - -	Including Monmouth - - - -	79	76	43,222
Isle of Man - - -	- - - - - - -	1	1	96
Extending over more than one group of Counties - - -		3	3	46,172
	Total England and Wales - -	639	622	179,343
	Scotland - - - - - -	188	180	62,770
	Ireland - - - - - -	47	46	12,045
Extending to more than one division of the kingdom - - - -		2	2	9,600
	Total United Kingdom - - -	876	850	263,758

On the whole the distribution is very much what might be expected from the relative importance of the industries carried on in the various districts. In the few counties in which the numbers of persons affected rise to large proportions, their magnitude is nearly always due to frequent or large disputes in great staple industries. In the largest dispute of 1895, that in the boot and shoe trade, the conflict was not confined to a single county, but was of wide extent, and embraced many districts. 1895 was a year in which there were few general trade disputes of this kind, and among the counties Forfarshire, singularly enough, stands highest in the number of persons involved in disputes. This county shows a total of 35,013 persons affected in all the disputes of the year, a position due almost entirely to one general stoppage of jute operatives in the Dundee district. Lancashire comes next with a total of 23,313 persons affected, a fact due not to any one strike or lock-out in particular, but to numerous disputes in its chief industries, cotton, coal, iron, and steel. Monmouth shows a total of 22,648 persons affected, the bulk of whom were coalminers. Yorkshire, with its coal and woollen industries, had 22,478 persons engaged in disputes, less than 5,000 of whom belonged to industries other than the two named. Glamorgan had 18,630 operatives out in disputes during the year, 14,241 of whom were miners and 2,629 tinplate workers, the small balance remaining being spread over other industries. Lanarkshire had 14,504 persons affected by disputes, of whom 10,370 were miners. Durham had 11,409 persons affected, 8,561 of whom were miners, 1,424 iron and steel workers, and 1,173 men engaged in shipbuilding. In London, with its diverse industries, only 2,635 persons were affected by disputes during 1895.

V.—DISPUTES CLASSIFIED ACCORDING TO CAUSES, OBJECTS, AND SUCCESS OR FAILURE.

Summary.

This important section of the Report shows not only what are the chief causes which lead to discontent among British workmen, but also to what extent the workmen are able to effect their objects by means of strikes. The precise object of every dispute, so far as it can be ascertained, is stated in Table I. of the Appendix. For the convenience of the general reader, a table is here given which condenses the details of the Appendix into a briefer space. For this purpose, the numerous special causes of dispute set forth in the table are classified into a limited number of general groups. The classification adopted, however, is sufficiently wide to give a clear indication as to the chief causes of industrial contention, the number of disputes which are due to each, the numbers of persons involved in them, and the measure of success attained.

This table appears on the next two pages.

The following short summary based upon it shows at a glance the main groups of causes of disputes with the degree of success attained by the workmen in the case of each group:—

Main Groups of Causes of Disputes.	Number of Disputes.	Number of Persons affected so far as known.	Per-centage of Persons affected who were—			Results indefinite or not known (per-centage affected).
			Successful.	Partially Successful.	Unsuccessful.	
Wages	453	143,198	24·6	39·6	34·8	1·0
Hours of labour	12	2,858	26·6	11·0	62·4	—
Working arrangements	204	84,393	17·8	65·8	16·0	·4
Class disputes	60	4,467	32·0	35·7	30·5	1·8
Unionism	76	6,614	49·7	16·6	33·4	·3
Other causes or objects	69	22,046	35·0	40·0	23·0	2·0
Causes not known	2	182	—	—	—	100·0
Total	876	263,758	24·1	47·1	27·9	·9
Total for 1894	1,061	324,245	22·1	34·2	42·1	1·6

STATEMENT showing the CAUSES or OBJECTS of DISPUTES in 1895, and whether successful DETAILS have

Cause or Object.		Total Disputes.	Successful.		
			Total in Class.	Cases in which Number affected has been ascertained.	Number of Persons affected.
Wages	For increased wages	197	69	66	20,844
	„ „ and reduced hours	14	4	4	299
	„ „ and other concessions	47	17	17	1,722
	„ „ on account of difficulties, altered working system, &c.	9	5	5	1,206
	Against reduction in wages	135	30	29	8,917
	„ alteration in character, quality or amount of work, &c., calculated to cause reduced earnings.	32	7	7	1,489
	Dispute as to previous wages settlements, infringement on price lists, retention of earned wages, &c.	19	11	10	829
	Total wages	453	143	138	35,306
Hours of labour.	For reduction or uniformity in	5	1	1	5
	„ alteration in time of commencing or leaving work	2	—	—	—
	Against increase in hours of labour	1	1	1	606
	„ alteration in time of commencing or leaving work	4	1	1	150
	Total hours of labour	12	3	3	761
Working arrangements.	Against alteration in working arrangements in respect of rules, method of working or payment, piece-working, foreign or outside prepared material, short-time working, sub-contracting, walking time, &c.	110	40	39	5,756
	For alteration or improvement in working arrangements in respect of rules, night working, abolition of middlemen, amount of work, contracting system, material, steaming in weaving sheds, method of payment, &c.	89	38	38	9,230
	Against system of fines	3	2	2	66
	Disputes as to selection for promotion to superior work	2	—	—	—
	Total working arrangements	204	80	79	15,052
Class disputes	Disputes with other classes of workpeople as to demarcation line of work.	31	15	12	1,028
	Disputes with other classes of workpeople as to wages, assistance, &c.	2	1	1	40
	Disputes as to apprentice, boy, female, and less-skilled labour	27	12	12	363
	Total class disputes	60	28	25	1,431
Unionism	Objection to working with non-unionists, members of rival unions, union defaulters, and men accepting work at less than union rates.	60	24	24	3,260
	In defence of liberty to belong to union, fellow unionists and delegates, and to uphold union rules and customs.	16	3	2	28
	Total unionism	76	27	26	3,288
Other causes or objects.	Objection to action or conduct of officials, or in defence of officials.	16	7	7	1,028
	Defence of or objection to fellow-workpeople (not union matters).	46	13	13	1,464
	Sympathy with other disputes or people in dispute.	7	2	2	5,214
	Total other causes or objects	69	22	22	7,706
Causes not known		2	—	—	—
	Grand Total	876	303	293	63,544

or otherwise, together with the NUMBER of PERSONS affected in those CASES in which been ascertained.

Partially successful.			Unsuccessful.			Indefinite or Result not known.			Total.		
Total in Class.	Cases in which Number affected has been ascertained.	Number of Persons affected.	Total in Class.	Cases in which Number affected has been ascertained.	Number of Persons affected.	Total in Class.	Cases in which Number affected has been ascertained.	Number of Persons affected.	Total in Class.	Cases in which Number affected has been ascertained.	Number of Persons affected.
45	45	16,992	79	77	39,284	4	3	323	197	191	77,443
3	3	630	7	7	629	—	—	—	14	14	1,558
18	18	10,310	12	12	1,624	—	—	—	47	47	13,656
2	2	558	2	2	340	—	—	—	9	9	2,104
43	42	22,979	59	56	6,724	3	3	670	135	130	39,290
16	16	5,033	8	8	1,186	1	1	40	32	32	7,748
4	3	259	2	2	32	2	2	279	19	17	1,399
131	129	56,761	169	164	49,819	10	9	1,312	453	440	143,198
2	2	183	2	2	1,232	—	—	—	5	5	1,420
1	1	130	1	1	402	—	—	—	2	2	532
—	—	—	—	—	—	—	—	—	1	1	606
—	—	—	3	3	150	—	—	—	4	4	300
3	3	313	6	6	1,784	—	—	—	12	12	2,858
21	21	4,123	48	47	9,237	1	1	60	110	108	19,176
16	15	51,172	31	31	4,152	4	3	239	89	87	64,793
1	1	230	—	—	—	—	—	—	3	3	296
1	1	20	1	1	108	—	—	—	2	2	128
39	38	55,545	80	79	13,497	5	4	299	204	200	84,393
4	4	1,232	11	11	1,007	1	1	75	31	28	3,342
—	—	—	1	1	208	—	—	—	2	2	248
4	4	366	11	11	148	—	—	—	27	27	877
8	8	1,598	23	23	1,363	1	1	75	60	57	4,467
2	2	511	31	31	2,023	3	2	18	60	59	5,812
4	4	587	9	9	187	—	—	—	16	15	802
6	6	1,098	40	40	2,210	3	2	18	76	74	6,614
2	2	240	6	5	980	1	—	—	16	14	2,248
13	12	4,903	18	17	3,987	2	2	443	46	44	10,797
4	4	3,679	1	1	108	—	—	—	7	7	9,001
19	18	8,822	25	23	5,075	3	2	443	69	65	22,046
—	—	—	—	—	—	2	2	182	2	2	182
206	202	124,137	343	335	73,748	24	20	2,329	876	850	263,758

(a.) General Statistics of Success or Failure.

The general effect of these tables is to show that the degree of success attained by the workmen in disputes of 1895 was greater in 1895 than in 1894. Of the 876 disputes during 1895 the workmen were successful in 303, or 34·6 per cent., as against 35 per cent. of the disputes of 1894. In these 303 successful disputes, 63,544 persons were involved, which is 24 per cent. of all those engaged in the total disputes of the year, as against 22·1 per cent. in 1894.

There were 206 partially successful disputes in 1895, which is 23·5 per cent. of all the disputes, as compared with 23 per cent. in the previous year. These partially successful disputes affected, however, 124,137 workpeople, which was 47 per cent. of the total engaged in all disputes during the year, as against 34·2 in the preceding year.

The proportion of entirely successful and partially successful results to the operatives was thus higher than in the previous year.

In 343 disputes the workmen were entirely unsuccessful. This was 39 per cent. of the total disputes, as against 36·7 per cent. in 1894. In these 343 unsuccessful disputes, 73,748 persons were affected, a per-centage of 28, as compared with 42 in the previous year. Thus, under every head, as might be anticipated in a year of improving trade, the immediate results of disputes were somewhat more favourable to the operatives than in 1894. The small per-centage of disputes and workpeople not covered by these figures will be found under the head of "indefinite" or unknown.

(b.) Disputes as to Wages.

Naturally disputes as to wages form always a very large proportion of the disputes of any year. These again divide themselves chiefly into disputes as to advance or reduction of wages. There are also lesser causes of dispute included under this head, which have a more or less direct bearing on wages, and there are some in which demands as to wages are complicated with demands as to other conditions of labour. These are all generally set forth in the summary.

In these respects 1895 was no exception to previous years. Of the disputes of 1895 453 were about wages. This is 51·7 per cent. of all the disputes of the year, as against 53·2 in 1894, but the proportion of persons engaged in wages disputes was but 54·3 per cent. of those involved in all the disputes of the year, as against 72·4 per cent. in the year preceding.

Of the total wages disputes 143, or 31·6 per cent., were successful, as against 32·3 per cent. the year before, but in respect to persons engaged in the successful wages disputes of each year, the figures are 24·6 per cent. for 1895, and only 13·3 per cent. for 1894.

The number of wages disputes in which some measure of success was obtained by the workpeople was 131, or about 29 per cent. of all the wages disputes, as compared with 28·5 per cent. in 1894. The per-centages of persons involved were 39·6 in 1895, and 39·8 per cent. in 1894.

Disputes in which workpeople were entirely unsuccessful numbered 169, which is 37·3 per cent. of all the wages disputes, as against 33·7 per cent. in the previous year, but the per-centage of persons affected in unsuccessful wages disputes in 1895 was but 34·8, as against 45·6 in 1894.

Of the total 453 wages disputes, 267 were about questions of increased wages, either pure and simple or complicated with other matters of dispute. This was 58·9 per cent. of all the wages disputes, as against 51·6 per cent. in 1894. The number of persons engaged in these advance disputes was 66 per cent. of those engaged in all the wages disputes, as compared with 49·8 per cent. in the preceding year. 35·6 per cent. of these advance disputes were successful, as against 32·6 per cent. in 1894. In point of numbers concerned, however, 25·4 per cent. of those engaged in this class of dispute were successful, whereas in 1894 the per-centage was but 13. Of the disputes for an advance of wages 25·5 per cent. were partially successful against 26·8 per cent. in the year preceding, embracing 30 per cent. of the total persons engaged in such disputes, as compared with but 15·8 in the previous year.

The disputes for advance of wages in which no success was obtained by the workpeople formed 37 · 5 per cent. of such disputes, as against 35 per cent. in the year before, while the numbers of persons affected was but 44 · 2 per cent. as compared with 70 · 1 per cent. in that year.

Against reduction of wages, under its different aspects, there were 186 stoppages, or 41 per cent. of the total wages disputes, as against 46 · 5 the year before, but the number of persons affected was but 33 · 8 per cent. as against 46 · 5 per cent. in the preceding year.

The proportion of strikes against reduction of wages which were successful was 25 · 8 per cent. as against 31 · 7 in the previous year, but these embraced 23 · 2 per cent. of the total persons compared with but 13 · 5 per cent. in the preceding year.

Of partially successful disputes against reduction the proportion was 33 · 9 per cent. as against 30 · 5 per cent. in 1894, but as to numbers concerned, the proportion was 58 · 4 per cent. as compared with 68 · 1. Those disputes against reduction which met with no success whatever, formed 37 per cent. of this class of disputes, as against 32 per cent. the year before, but included only 16 · 4 per cent. of persons as compared with 16 · 7 in 1894.

(c.) Disputes on other Questions.

Disputes as to hours of labour during 1895 numbered only 12, and affected but 2,858 persons. Disputes in support of demands for reduction of hours were mostly unsuccessful, while those against increase of working hours were generally successful.

204 disputes arose which fall under the general head of disputes about working arrangements of different kinds, many of which are set forth in detail in the foregoing summary. This group furnishes 23 · 3 per cent. of all the disputes of the year, and 32 per cent. of the total persons engaged in them, as against 20 · 6 per cent. and 11 · 6 per cent. in the previous year. 80 of the disputes of this class appear to have been successful, which is 39 · 2 per cent. of all the disputes of this class, as against 36 per cent. in 1894. The number of persons concerned in these successful disputes form but 17 · 8 per cent. of all those engaged in that class of dispute, as against 39 · 8 per cent. in the previous year. This is a class of dispute eminently adapted to settlement by compromise, and thus 65 · 8 per cent. (including the persons engaged in the boot and shoe trade dispute) of the persons involved, obtained a partial success, as against 32 per cent. in the preceding year. 16 per cent. of the persons concerned obtained no success whatever, as compared with 24 · 2 in 1894.

Disputes between workmen themselves as to the class of work upon which they should be employed, and as to the demarcation of work between different trades, were again fairly numerous, chiefly in the shipbuilding trades. There were in all 60 such disputes, with 4,467 persons engaged in them, as against 65 disputes and 3,699 persons in 1894. In this class of dispute, 32 per cent. of the persons who struck were successful, as against 43 · 6 per cent. in the year before. 35 · 7 were partially successful as against 22 per cent.; and 30 · 5 were unsuccessful as against 33 · 7 in 1894.

Disputes arising between unionist workmen and non-unionists, or with employers on questions of trade unionism show a considerable decrease in importance during the year. There were in all 76 such disputes with 6,614 persons affected, as compared with 74 disputes and 15,519 persons in 1894. Of the persons successful in this class of dispute, the percentage was 49 · 7; of those only partially successful, 16 · 6, and of those unsuccessful, 33 · 4, as compared with 81, 4 · 5, and 14 · 2 respectively in 1894.

Disputes arising from other causes are not sufficiently numerous or important to require special attention.

(d.) Success or otherwise as affecting Special Trades.

The foregoing summary deals only with disputes, their causes, and their results generally, but does not show to what extent special industries have contributed to such causes and results. It is important that this view of the disputes of the year should also be presented, and with this object a further summary is necessary. In this summary the trades affected are classified in nine groups, while causes are grouped under six heads, as in the preceding summary :—

SUMMARY showing SUCCESS or otherwise of DISPUTES in GROUPS as affecting

Trade Group, and success or otherwise of Workpeople.		Total Disputes in Groups of Trades.			Disputes concerning Wages.						Disputes concerning Working Arrangements.		
					For Increase or Improvement.			Against Reduction.					
		No. in Group.	Where No. of Persons is known.	Persons affected.	No. in Group.	Where No. of Persons is known.	Persons affected.	No. in Group.	Where No. of Persons is known.	Persons affected.	No. in Group.	Where No. of Persons is known.	Persons affected.
Building and Furnishing Trades.	Successful	103	98	5,897	45	45	4,793	4	4	140	23	22	473
	Partially successful	35	34	3,092	22	22	2,443	5	4	104	5	5	162
	Unsuccessful	81	79	3,100	28	28	1,980	4	4	33	17	16	352
	Indefinite or result not known.	8	6	285	1	1	2	—	—	—	3	2	65
	Total	227	217	12,374	96	96	9,218	13	12	277	48	45	1,052
Metal (including Engineering and Shipbuilding) *Trades.*	Successful	61	60	21,170	17	16	11,156	8	8	1,064	11	11	1,100
	Partially successful	33	33	15,195	10	10	6,606	7	7	4,184	6	6	2,527
	Unsuccessful	78	73	9,553	15	14	730	20	17	2,754	16	16	2,162
	Indefinite or result not known.	4	3	396	3	2	321	—	—	—	—	—	—
	Total	176	169	46,314	45	42	18,813	35	32	8,002	33	33	5,789
Mining and Quarrying.	Successful	41	41	16,423	11	11	2,421	8	8	2,763	16	16	8,227
	Partially successful	84	82	48,886	23	23	18,368	38	37	19,180	14	13	4,477
	Unsuccessful	60	60	17,678	19	19	4,695	23	23	4,304	12	12	5,263
	Indefinite or result not known.	6	6	892	—	—	—	4	4	710	—	—	—
	Total	191	189	83,879	53	53	25,484	73	72	26,957	42	41	17,967
Printing, Paper, and Book Trades.	Successful	2	2	22	—	—	—	1	1	17	—	—	—
	Partially successful	1	1	156	—	—	—	1	1	156	—	—	—
	Unsuccessful	10	10	149	3	3	84	—	—	—	1	1	7
	Indefinite or result not known.	—	—	—	—	—	—	—	—	—	—	—	—
	Total	13	13	327	3	3	84	2	2	173	1	1	7
Textile Trades	Successful	47	47	13,580	8	8	2,592	12	12	6,164	20	20	3,759
	Partially successful	32	31	5,291	9	9	609	5	5	543	10	10	2,294
	Unsuccessful	49	48	37,872	11	10	33,648	9	9	276	16	16	2,313
	Indefinite or result not known.	4	3	672	—	—	—	1	1	275	1	1	154
	Total	132	129	57,415	28	27	36,849	27	27	7,258	47	47	8,520
Clothing Trades (including Saddle and Harness Manufacture).	Successful	28	26	5,029	7	7	3,006	10	8	651	6	6	994
	Partially successful	12	12	50,613	2	2	72	4	4	4,039	3	3	46,025
	Unsuccessful	18	18	1,551	5	5	74	5	5	181	6	6	737
	Indefinite or result not known.	2	2	84	—	—	—	1	1	4	1	1	80
	Total	60	58	57,277	14	14	3,152	20	18	4,875	16	16	47,836
Transport (Land and Water).	Successful	13	11	888	4	2	57	4	4	236	2	2	440
	Partially successful	3	3	434	—	—	—	1	1	24	1	1	60
	Unsuccessful	14	14	2,941	3	3	208	3	3	77	6	6	2,572
	Indefinite or result not known.	—	—	—	—	—	—	—	—	—	—	—	—
	Total	30	28	4,263	7	5	265	8	8	337	9	9	3,072
Labour (including Agricultural, Chemical Workers, General Labour, &c.).	Successful	2	2	17	1	1	8	—	—	—	1	1	9
	Partially successful	—	—	—	—	—	—	—	—	—	—	—	—
	Unsuccessful	17	17	567	13	13	345	2	2	207	2	2	15
	Indefinite or result not known.	—	—	—	—	—	—	—	—	—	—	—	—
	Total	19	19	584	14	14	353	2	2	207	3	3	24
Domestic and Miscellaneous Trades.	Successful	6	6	518	2	2	38	1	1	200	1	1	50
	Partially successful	6	6	470	2	2	392	2	2	41	—	—	—
	Unsuccessful	16	16	337	3	3	113	3	3	110	4	4	76
	Indefinite or result not known.	—	—	—	—	—	—	—	—	—	—	—	—
	Total	28	28	1,325	7	7	543	6	6	351	5	5	126
Total	Successful	303	293	63,544	95	92	24,071	48	46	11,235	80	79	15,052
	Partially successful	206	202	124,137	68	68	28,490	63	61	28,291	39	38	55,545
	Unsuccessful	343	335	73,748	100	98	41,877	69	66	7,942	80	79	13,497
	Indefinite or result not known.	24	20	2,329	4	3	323	6	6	989	5	4	299
	Grand total	876	850	263,758	267	261	94,761	186	179	48,457	204	200	84,393

* Includes two disputes of

Special Branches of Industry, with Number of Persons affected thereby.

Disputes concerning Hours of Labour.			Class Disputes between Workpeople.			Disputes concerning Unionism.			Other Causes or Objects.*			Trade Group, and success or otherwise of Workpeople.	
No. in Group.	Where No. of Persons is known.	Persons affected.	No. in Group.	Where No. of Persons is known.	Persons affected.	No. in Group.	Where No. of Persons is known.	Persons affected.	No. in Group.	Where No. of Persons is known.	Persons affected.		
—	—	—	15	12	125	14	13	276	2	2	90	Successful	*Building and Furnishing Trades.*
2	2	183	—	—	—	1	1	200	—	—	—	Partially successful	
1	1	90	9	9	125	18	18	427	4	3	93	Unsuccessful	
—	—	—	—	—	—	3	2	18	1	1	200	Indefinite or result not known.	
3	3	273	24	21	250	36	34	921	7	6	383	Total.	
1	1	5	11	11	1,126	4	4	477	9	9	6,242	Successful	*Metal* (including Engineering and Shipbuilding) *Trades.*
1	1	130	8	8	1,598	—	—	—	1	1	150	Partially successful	
3	3	1,289	9	9	1,149	7	7	750	8	7	719	Unsuccessful	
—	—	—	1	1	75	—	—	—	—	—	—	Indefinite or result not known.	
5	5	1,424	29	29	3,948	11	11	1,227	18	17	7,111	Total.	
1	1	606	—	—	—	4	4	2,206	1	1	200	Successful	*Mining and Quarrying.*
—	—	—	—	—	—	1	1	500	8	8	6,361	Partially successful	
1	1	402	—	—	—	1	1	580	4	4	2,434	Unsuccessful	
—	—	—	—	—	—	—	—	—	2	2	182	Indefinite or result not known.	
2	2	1,008	—	—	—	6	6	3,286	15	15	9,177	Total.	
—	—	—	—	—	—	—	—	—	1	1	5	Successful	*Printing, Paper, and Book Trades.*
—	—	—	—	—	—	—	—	—	—	—	—	Partially successful	
—	—	—	4	4	49	2	2	9	—	—	—	Unsuccessful	
—	—	—	—	—	—	—	—	—	—	—	—	Indefinite or result not known.	
—	—	—	4	4	49	2	2	9	1	1	5	Total.	
—	—	—	—	—	—	1	1	166	6	6	899	Successful	*Textile Trades.*
—	—	—	—	—	—	1	1	11	7	6	1,834	Partially successful	
—	—	—	1	1	40	4	4	316	8	8	1,279	Unsuccessful	
—	—	—	—	—	—	—	—	—	2	1	243	Indefinite or result not known.	
—	—	—	1	1	40	6	6	493	23	21	4,255	Total.	
—	—	—	2	2	180	1	1	8	2	2	190	Successful	*Clothing Trades* (including Saddle and Harness Manufacture).
—	—	—	—	—	—	—	—	—	3	3	477	Partially successful	
—	—	—	—	—	—	1	1	9	1	1	550	Unsuccessful	
—	—	—	—	—	—	—	—	—	—	—	—	Indefinite or result not known.	
—	—	—	2	2	180	2	2	17	6	6	1,217	Total.	
—	—	—	—	—	—	3	3	155	—	—	—	Successful	*Transport* (Land and Water).
—	—	—	—	—	—	1	1	350	—	—	—	Partially successful	
—	—	—	—	—	—	2	2	84	—	—	—	Unsuccessful	
—	—	—	—	—	—	—	—	—	—	—	—	Indefinite or result not known.	
—	—	—	—	—	—	6	6	589	—	—	—	Total.	
—	—	—	—	—	—	—	—	—	—	—	—	Successful	*Labour* (including Agricultural, Chemical Workers, General Labour, &c.).
—	—	—	—	—	—	—	—	—	—	—	—	Partially successful	
—	—	—	—	—	—	—	—	—	—	—	—	Unsuccessful	
—	—	—	—	—	—	—	—	—	—	—	—	Indefinite or result not known.	
—	—	—	—	—	—	—	—	—	—	—	—	Total.	
1	1	150	—	—	—	—	—	—	1	1	80	Successful	*Domestic and Miscellaneous Trades.*
—	—	—	—	—	—	2	2	37	—	—	—	Partially successful	
1	1	3	—	—	—	5	5	35	—	—	—	Unsuccessful	
—	—	—	—	—	—	—	—	—	—	—	—	Indefinite or result not known.	
2	2	153	—	—	—	7	7	72	1	1	80	Total.	
3	3	761	28	25	1,431	27	26	3,288	22	22	7,706	Successful	Total.
3	3	313	8	8	1,598	6	6	1,098	19	18	8,822	Partially successful	
6	6	1,784	23	23	1,363	40	40	2,210	25	23	5,075	Unsuccessful	
—	—	—	1	1	75	3	2	18	5	4	625	Indefinite or result not known.	
12	12	2,858	60	57	4,467	76	74	6,614	71	67	22,228	Grand total.	

which the cause is not known.

The building, furnishing, and other wood-working trades form a composite group showing the largest total of disputes, though the number of persons engaged in them, as has already been stated, is not large as compared with trades showing a smaller number of disputes. Of 227 disputes in this group 45 · 3 per cent. were entirely successful, and had 47 · 6 per cent. of persons concerned in them, as compared with 43 per cent. of disputes, and 27 · 3 per cent. of persons in 1894, a result much more favourable than is brought out by the figures for the other trades engaged in disputes during 1895. Only 81 strikes involving 25 per cent. of persons were entirely without success, a similar proportion being classed as partially successful. The per-centage of persons in unsuccessful strikes of this group in 1894 was 34 · 1, and of partially successful 37 · 2.

The strong position of these trades on wages questions again appears from the figures shown by this summary. Of the total 227 disputes of the group, 109, or 48 per cent., were about wages, and these embraced 76 · 7 per cent. of the persons engaged in all the disputes of these trades, as compared with 49 · 4 per cent. of persons in 1894. More remarkable still, however, is the fact, that while 74 · 5 per cent. of all the persons affected by disputes in this group, struck for advances of wages, only 2 · 2 per cent. struck against reductions, as compared with 46 · 1 and 3 · 3 per cent. in the preceding year. Further, 45 disputes for advance of wages, embracing 52 per cent. of persons, were successful, as against 29 · 6 per cent. of persons in 1894. 26 · 5 per cent. of the persons engaged in disputes for advance of wages were partially successful, while but 21 · 5 per cent. were unsuccessful. The class of disputes in which these trades were least successful was that including disputes about matters of trade unionism, in which the proportion of persons involved in unsuccessful disputes was almost as great as in those which were successful and partially successful combined.

While only second as to number of disputes, the mining and quarrying section supply a much larger number of persons affected by them than any other section, and the disputes of the group were chiefly as to wages. There were 191 disputes in these industries of which 41 only were successful, including 19 · 6 per cent. of persons affected, as compared with 17 · 3 per cent. of persons in the previous year. The proportion of miners achieving partial success in their disputes was 58 · 3 per cent. and of those defeated entirely 21 · 1 per cent., as compared with 35 · 6 and 45 · 3 per cent. in 1894, so that the results in this section, though not showing a high degree of success, were somewhat higher than in the previous year. Disputes as to wages in this group embraced 62 · 5 per cent. of all the persons affected by the total disputes of the group. These were almost equally divided between disputes as to advance and disputes as to reduction of wages. The relative degrees of success or failure in wages disputes were also fairly divided between advance and reduction disputes. Disputes as to unionism and non-unionism in these trades affected 3,286 persons, of whom 67 per cent. succeeded.

Disputes in the metal trades and shipbuilding group of industries resulted successfully to 45 · 5 per cent. of the persons engaged in them, as compared with 31 · 3 per cent. in 1894; 32 · 8 per cent. had a partial success, while 20 · 6 per cent. were quite unsuccessful, against 36 · 5 per cent. of defeated workpeople in the disputes of 1894. The disputes in these trades were chiefly for advance of wages, and, under this head, a considerable proportion of success was obtained.

In the textile trades, as has been stated, a large number of persons was involved, and of these persons 23 · 6 per cent. only were successful, as against 32 · 6 per cent. in the previous year. 66 per cent. were entirely unsuccessful, the small balance being divided between partial success and indefinite or unknown. These disputes were largely due to demands for increased wages, and the unsuccessful dispute from this cause in the Dundee jute trade is mainly responsible for the high per-centage of persons defeated.

The only other group calling for special notice is that of the clothing trades, which is rendered unusually important by the general stoppage in the boot and shoe trade. This dispute is classed as partially successful, and, therefore, the entire result statistics of the group are weighted by it. Thus, it is only necessary to say, that in the disputes of the group 8 · 7 per cent. of persons were successful, 88 · 4 per cent. were partially successful, the small balance being unsuccessful.

VI.—MAGNITUDE OF DISPUTES.

In estimating the magnitude of the disputes of the year, two chief factors must be taken into consideration, viz., the number of persons affected by them, directly and indirectly, and also their duration. A strike of 10,000 persons, which only lasts one day, may be, and probably is, of much less magnitude and importance than a stoppage of 1,000 which lasts a fortnight. Therefore, in gauging the relative importance of disputes, both these points must be considered.

The total number of disputes in 1895, as to which full information as to numbers affected was obtained, was 850 out of 876. This small proportion, in which numbers were not obtained, were disputes of a small and obscure character, of so little importance that they may be entirely disregarded. The numbers affected by these 850 disputes were 263,758, of whom 215,922 were directly, and 47,836 indirectly, affected. The average number of persons per dispute in 1895 was thus 301, as against 306 in 1894.

The average duration per dispute was 21·4 days as compared with 24·6 days in 1894.

Before a correct idea can be formed of the general effect of the disputes of the year upon employers or upon workpeople concerned in them, the number of persons affected by them, and the number of working days lost through them, must be brought into relation with each other. It is not easy to form in any other way an estimate of the wages not earned by reason of disputes, but which might have been earned but for the occurrence of these disputes. As has been repeatedly explained, it is impossible to say that this represents wages actually lost. Some work may have been lost beyond recovery, some may merely have stood over to be worked up at a later period, and in many cases men who were out in disputes may have been at work elsewhere during the whole or part of the time while such disputes were pending. In any case it cannot be said what the exact economic loss to workmen may be.

Duration and number of persons concerned are brought into relation with each other in the following statement, in which disputes are arranged in groups in order of numerical importance :

STATEMENT, showing NUMBER of PERSONS involved where known, arranged in GROUPS according to MAGNITUDE, with AGGREGATE NUMBER of WORKING DAYS lost, and AVERAGE NUMBER of WORKING DAYS lost per HEAD.

Groups according to Magnitude.		Total Disputes.		Where Duration and Numbers affected are known.			
		Disputes in which Number of Persons affected is known.	Total Number of Persons affected in such Disputes.	Disputes in which Number of Persons affected and the Duration are known.	Number of Persons affected in such Disputes.	Aggregate Number of Working Days lost.	Average Number of Working Days lost per Head by those involved.
Disputes affecting 5,000 persons and upwards		6	103,800	6	103,800	2,960,800	28·5
Disputes affecting 1,000 to 5,000 persons		30	56,682	30	56,682	771,237	13·6
Disputes affecting 500 to 1,000 persons		49	32,441	48	31,921	560,930	17·6
Disputes affecting 100 to 500 persons		253	55,656	230	50,680	967,613	19·1
Disputes affecting under 100 persons		512	15,179	401	12,917	282,072	21·8
Total	1895	850	263,758	715	256,000	5,542,652	21·6
Corresponding Totals	*1894*	*997*	*324,243*	*877*	*316,043*	*9,322,096*	*29·5*
	1893	*679*	*636,386*	*586*	*627,969*	*31,205,062*	*49·7*
	1892	*576*	*356,799*	*503*	*351,243*	*17,248,376*	*49·1*
	1891	*687*	*267,460*	*606*	*258,718*	*6,809,371*	*26·3*

From this summary it appears, in the first place, that the aggregate time lost by disputes in 1895 was less than in any year since these figures have been compiled. In the second place a very large proportion of the persons involved in the disputes of 1895 were embraced by a comparatively small number of disputes. Thus six disputes alone accounted for 39·4 per cent. of all the persons affected, and for more than half the total time lost, the next 30 disputes in order of importance contributing 21·5 per cent. of persons and 14 per cent. of the time lost. The remaining 814 disputes dealt with in the summary only accounted for 39·1 per cent. of persons affected, and for about one-third of the time lost. In other words 4·2 per cent. of the disputes embraced 60·9 per cent. of all the persons affected, and 67 per cent. of the time lost.

For the purposes of this table particulars both as to persons concerned and duration, were obtained in 715 cases, but as these cover upwards of 97 per cent. of the persons affected by all the disputes of the year, the fraction unaccounted for is so small as not to affect the general result. In the summary the aggregate days lost and average days lost per head may readily be compared for five years. The average duration per head in 1895 was 21·6 days as against 29·5 in the previous year. The aggregate of working days lost through disputes in 1895 was 5,542,652 days. While, therefore, as has been shown, results were somewhat more favourable to the operatives during 1895 than in 1894, they were also less costly to all concerned than in the latter year. The value of this aggregate lost time worked out as wages would be about 1,120,000*l*.

(a.) Duration of Disputes in Special Groups of Trades.

Differences of duration in so far as different sections of industry are concerned, together with the comparative figures for 1894, are brought out in the following :—

STATEMENT showing DURATION of DISPUTES, and AGGREGATE NUMBER of WORKING DAYS Lost, arranged in GROUPS of INDUSTRIES.

Groups of Trades (comprising same Industries as in a previous Summary, page 52).	Disputes occurring in Group.	Number reporting Duration and Persons involved.	Number of Persons affected in such Disputes.	Average Duration per Dispute. (Days.)	Aggregate Number of Working Days lost.	Average Number of Working Days lost per Head of Persons involved.	*Average Number of Working Days lost per Head, 1894.*
Building Trades Group -	227	175	11,246	30·3	404,877	36·0	*24·6*
Metal do. - -	176	153	44,751	26·7	1,547,212	34·6	*40·0*
Mining do. - -	191	160	80,640	15·2	981,392	12·2	*32·1*
Printing do. - -	13	5	255	5·8	1,744	6·8	*40·6*
Textile do. - -	132	118	56,357	11·8	793,647	14·1	*20·0*
Clothing do. - -	60	51	57,245	19·4	1,750,517	30·6	*17·9*
Transport do. - -	30	24	3,871	20·2	30,058	7·8	*25·3*
Labour do. - -	19	9	466	9·2	2,998	6·4	*31·0*
Miscellaneous do. - -	28	20	1,169	29·3	30,207	25·8	*22·9*
Total - - - -	876	715	256,000	21·5	5,542,652	21·6	*29·5*

VII.—METHODS OF ARRANGEMENT OF DISPUTES.

The different methods by which the disputes of 1895 were brought to a final settlement are shown in the following :—

SUMMARY of METHODS of SETTLEMENT of the LABOUR DISPUTES of 1895, with NUMBER of PERSONS affected in CASES where ascertained.

Method.	Number of Disputes.	Cases where Number of Persons affected is known.	Number of Persons affected by disputes included in previous column.
Settled by :—			
Negotiation or conciliation between the parties	489	476	119,226
Mediation or conciliation by third parties	35	35	65,700
Arbitration	25	25	13,251
Submission of workpeople	124	123	56,644
Replacement of hands	160	154	4,352
Closing of works or establishments	16	14	2,397
Withdrawal or disappearance of cause without mutual arrangement.	9	8	381
Indefinite, unsettled at date of compilation, or no information	18	15	1,807
Total	876	850	263,758

N.B.—Disputes settled by a combination of two or more of the above methods have been classed under the head of the most important method. Disputes settled partly by arbitration and partly by other methods are classed under "arbitration."

Just as in 1894 the generally unsuccessful character of the disputes of the year was to some extent reflected in the modes by which the disputes were settled, so also in 1895 the more generally successful results of the disputes of the year are reflected in this summary of methods of settlement. Taking the three first methods on the list—those which are conciliatory in their nature—the per-centage of persons involved in disputes settled by one or other of the modes of conciliation was 74·8 while in 1894 it was but 56·7. In the case of submission of workpeople, and replacement of hands which are the indications of utter defeat, the proportion of persons concerned in conflicts so decided, was but 21 per cent. as against 47 per cent. in 1894. For the general purpose of the above summary conciliatory methods have been divided into three heads. The first deals exclusively with proceedings between the disputants themselves or their direct agents, the second and third deal with cases in which there has been intervention by outside parties. These latter are felt to be so important that the following section of this report and one of its appendices are specially devoted to a fuller analysis of them.

VIII.—THE SETTLEMENT OF DISPUTES BY CONCILIATION AND ARBITRATION IN 1895.

(a.) Scope of Section.

On pages 229 to 255 of this report an account is given of the work of permament and temporary agencies for the settlement of differences between employers and workmen by conciliation and arbitration during 1895. This report is in continuation of the reports for the two previous years contained in Appendix II. of the Report on Strikes and Lock-outs of 1894 and Appendix III. of the Report on Strikes and Lock-outs of 1893.

As in previous years the action of permanent boards is treated separately from that of individuals, and the permanent board are further subdivided into trade and district boards according as their action is confined to particular trades or extends to a number of trades within a given district.

Under the general title of conciliation and arbitration are included both proceedings for the settlement of existing disputes which have already caused a stoppage of work and the settlement of questions relating to wages, hours of labour, and the conditions of employment, which might otherwise give rise to disputes. The greater part of the operations of trade conciliation boards relate to the second class of questions, the agreement constituting the boards usually providing for questions to be brought before them by either party before a stoppage takes place. On the other hand the majority of cases in which the services of an individual have been utilised either as mediator or arbitrator have been disputes which have already reached the stage of strike or lock-out.

The exact meaning attached to the terms arbitration and conciliation in this report is discussed at length in the Report on Strikes and Lock-outs of 1894 (pages 48 and 49). The general conclusion only need be repeated here.

The only modes of settlement dealt with are those in which an independent individual or permanent body intervened or took part. The word conciliation is used in cases in which the actual terms of settlement are arrived at or agreed to by the parties themselves or their representatives, and the word arbitration when individuals are empowered by the parties or their representatives to draw up terms of settlement binding on both sides.

(b.) Strikes and Lock-outs settled by Arbitration or Conciliation in 1895.

During the year 1895, 45 disputes affecting 58,898 persons have been reported to the Department as settled by conciliation or arbitration through the mediation of some disinterested party, as compared with 42 disputes affecting 18,325 persons in 1894. Disputes beginning in 1894 and referred to arbitration or settled by conciliation in 1895 are included in the figures for 1895. The great difference in the numbers affected in the two years is explained by the fact that in 1895 the greatest dispute of the year, viz., that in the boot and shoe trade, was settled by conciliation. No less than 46,000 of the persons included in the above figures were affected by this dispute alone.

A table will be found on page 239, giving a detailed account of all the disputes dealt with in 1895. The disputes may be summarised according to the trades affected as follows:—

TABLE showing the DISTRIBUTION according to TRADES of DISPUTES settled by CONCILIATION or ARBITRATION in 1895.

Trade.	No. of Disputes.	No. of Persons affected.
Mining	12	6,165
Iron and steel trades	1	2,530
Shipbuilding and marine engineering	7	1,258
Boot and shoe trade	3	46,400
Textile trades	3	787
Pottery trades	1	150
Building trades	13	1,204
Miscellaneous	5	404
Total	45*	58,898*

As was the case both in 1893 and 1894, the greater proportion of these disputes was settled by independent individuals, 75·6 per cent. of the disputes, affecting 90·6 per cent. of the total number of workmen, being settled by this means. The actual number of disputes settled by various agencies in 1895 and 1894 is shown in the following table.

TABLE classifying the DISPUTES according to the AGENCY EMPLOYED in their SETTLEMENT.

Agency of Settlement.	Conciliation.		Arbitration.		Total in 1895.		Total in 1894.	
	Number of Disputes.	Number of Persons affected.	Number of Disputes.	Number of Persons affected.	Number of Disputes.	Number of Persons affected.	Number of Disputes.	Number of Persons affected.
By Trade Boards	7	4,165	4	1,379	11	5,544	10	5,529
„ Individuals	10	46,788	24	6,566	34	53,354	27	11,986
„ Trades Councils and Federations of Trade Unions (disputes between groups of workpeople).	—	—	—	—	—	—	—	5,810
Total in 1895	17*	50,953*	28*	7,945*	45*	58,898*	—	—
Total in 1894	19	5,683	23	12,642	—	—	42	18,325

* These totals differ from those on page 57, because the present section deals only with settlements effected during 1895, whereas the previous table deals with settlements of disputes which began in 1895.

(c.) Work of Permanent Boards in 1895.

The total number of trade boards in existence so far as known to the Department was 68 as compared with 64 in 1894. During 1895 three new boards were reported as having been formed, viz., the Durham Coal Trade Conciliation Board, the Cumberland Coal Trade Conciliation Board, the Tees Iron Shipbuilding Conciliation Committee. In addition the existence of five formed before 1895 but not dealt with in previous reports has been notified to the Department. These are:—Two committees for the Clyde and Tyne respectively for the consideration of questions of demarcation of work between joiners and shipwrights, the Bridgwater Brick and Tile Trade Conciliation Board, the Bath and District Carpenters and Joiners Conciliation Board, the Newcastle-upon-Tyne House Painters' Conciliation Board, and the Edinburgh and Leith Slaters Conciliation Board. On the other hand, three boards, viz., the Board of Conciliation for the Tailoring Trade of Liverpool, the Oxford Building Trade Conciliation Board, and the Edinburgh and Leith Joiners Conciliation Board have ceased to exist.

The total number of cases reported as dealt with by the remaining 39 trade boards was 1,282, of which 293 were withdrawn, referred back, or settled outside the boards. Thus 989 cases submitted during the year were settled, 831 by the boards themselves, and 158 by arbitrators appointed by the boards or independent chairmen of the boards.

As was pointed out in last year's report in the course of a discussion of the nature of the cases dealt with by various boards, the magnitude of the questions dealt with varies from the settlement of wages over a large area of industry to the classification of a sample. The total figure obtained by adding together the numbers of cases dealt with by the various boards is apt therefore to be somewhat misleading. Thus too much stress might well be laid on the fact that the number of cases settled appears to have fallen from, 1,365 in 1894 to 989 in 1895. One circumstance of a special character affects the comparison of the two years. In the autumn of 1894 the boot and shoe manufacturers withdrew from the "National Conference," and early in 1895 the great dispute in the boot and shoe trade brought the operations of all but two (Norwich and the East of Scotland) of the local arbitration boards to a standstill. Under the settlement of that dispute the local boards were only empowered, with certain exceptions, to settle minor questions not involving matters of principle until the revision of the rules should be completed. That revision was in many districts not completed during 1895. The consequent falling off in the number of cases settled by this class of board alone accounts for almost the entire falling off in the number settled by all trade boards during the year.

The total 68 boards are distributed among the different trades as follows:—

	No. of Boards.
Mining and quarrying	12
Iron and steel trades	7
Other metal trades	2
Shipbuilding and marine engineering	7
Boot and shoe trade	15
Tailoring	2
Textile	7
Printing	2
Potteries	1
Building	8
Dock and waterside labour	2
Others	3
Total	68

Of the 68 boards above referred to, 64 are dealt with in this report. Of these, 29 are believed to have dealt with no new cases during 1895.

Of district boards, 25 are believed to be in existence, including a new board established in Belfast during 1895, under the title of the Ulster Conciliation Board. Only two boards are however known to have settled cases during the year, viz., those in London and Blackburn.

The total number of cases dealt with by both classes of boards is shown in the following Table, only boards known to have settled cases in 1895 and 1894 being included:—

TABLE summarising the WORK of PERMANENT BOARDS of CONCILIATION and ARBITRATION during 1895.

BOARD.	Number of Meetings.		Number of Cases submitted to Board.	Number of Cases withdrawn, referred back, or settled outside the Board.	Number of Cases settled.			Total Number of Cases submitted in 1894, and settled by the Board.
	Full Board.	Committees and Sectional Boards.			By Conciliation.	By Arbitration.	Total Number settled.	
(*a.*) TRADE BOARDS.								
Mining and Quarrying:—								
Federated districts	1	—	—	—	—	—	—	2
Northumberland (Conciliation Board).	4	—	3	—	3	—	3	2
Northumberland (Joint Committee).	8	—	45	11	25	9	34	38
Durham (Conciliation Board).	13	5	16	4	9	3	12	—§
Durham (Joint Committee).	24	—	701	208	413	80	493	506
Cleveland	1	—	7	1	5	1	6	12
South Stafford and East Worcester.	—	—	—	—	—	—	—	2
South Wales and Monmouth Sliding Scale Committee.	—*	—*	5†	1	3	1	4	3
South Yorkshire	—*	—*	5	—	5	—	5	5
West Yorkshire	—*	—*	5	3	2	—	2	4
Iron and Steel Trades:—								
Cleveland blast furnacemen.	2	—	14	3	2	9	11	—
West Cumberland blast furnacemen.	5	—	8	—	8	—	8	—
North of England	2	14	7	—	7	—	7	22
North-East Coast Iron-founding.	—	—	—	—	—	—	—	1
Midland	1	12	23	—	23	—	23	9
West of Scotland Steel	8	6	6	3	3	—	3	1
Shipbuilding and Marine Engineering:—								
North-East Coast Marine Engineering.	3	—	1	1	—	—	—	1
Wear (Conciliation Board).	—*	—*	1	—	—	1	1	1
Wear Iron-shipbuilders Committee.	—*	—*	—*	—	—	—	—*	1
Tees Iron-shipbuilders Committee.	1	—	1	—	1	—	1	—
Tyne shipwrights and joiners.	6	—	14	—	14	—	14	—*
Clyde shipwrights and joiners.	9¶	—	27¶	1	26	—	26¶	—*
Clyde shipjoiners	—§	—	—	—	—	—	—	1
Boot and Shoe Trade:—								
National Conference	—§	—§	—	—	—	—	—	9
Birmingham	5	—	5	—	5	—	5	19
Bristol	5	—	—*	—	—*	—	—*	24
East of Scotland	7	1	37	11	19	7	26	61
Hinckley	1	3	3	—	3	—	3	18
Kettering, No. I.	5	—	5	2	3	—	3	31
Leicester	4	13	21	5	15	1	16	86
Leeds	4	—	13	2	10	1	11	14†
London Machine-sewn	4	9	32	10	20	2	22	95
„ Clickers and Pressmen.	6	5	16	7	9	—	9	9
„ Sew-round	2	—	—	—	—	—	—	13

* Not known.
† Principal cases only.
‡ Eleven months, February 25, 1895, to January 27, 1896.
§ Not in existence.
¶ For the period from March 28th to November 11th.

Board.	Number of Meetings.		Number of Cases submitted to Board.	Number of Cases withdrawn, referred back, or settled outside the Board.	Number of Cases settled.			Total Number of Cases submitted in 1894, and settled by the Board.
	Full Board.	Committees and Sectional Boards.			By Conciliation.	By Arbitration.	Total Number settled.	
Boot and Shoe Trade.—cont.								
Northampton	3	16	163	9	116	38	154	265
Norwich	12	—	52‡	6	45	1	46‡	37
Rushden, &c.	—	—	—	—	—	—	—	7
Tailoring:—								
Aberdeen	4	—	19	—	19	—	19	21
Manchester	1	—	1	1	—	—	—	—
Textile:—								
North and North-East Lancashire (Weaving and Winding).	5	—	1†	—	—	1	1†	3†
Bradford Slubbing and Yarn Dyeing.	—*	—*	1	1	—	—	—	—
Leicester Dyeing	2	—	1	—	1	—	1	1
Leicester Trimming	2	2	2	—	2	—	2	5
Nottingham Lace Trade	15	39	3†	—	—	3	3†	—*
Building (Conciliation Committees):—								
Birmingham	—*	—*	—*	—	—	—	—*	5
Oxford	—*	—*	—*	—	—	—	—*	4
Dundee Joiners	2	—	1	—	1	—	1	1
Dundee Masons	6	—	2	1	1	—	1	—
Edinburgh and Leith Joiners.	—*	—*	—§	—	—	—	—§	1
Pottery Trades:—								
Staffordshire	—*	—*	3	2	1	—	1	9
Dock and Waterside Labour (Tipping and Trimming):—								
Cardiff, Penarth, and Barry.	1	—	3	2	1	—	1	9
Newport	6	—	11	—	11	—	11	12
Miscellaneous:—								
Northern Counties Trade and Co-operative.	—	—	—	—	—	—	—	1
Total Trade Boards	—	—	1,282	293	831	158	989	1,365
(*b.*) District Boards.								
Blackburn	—*	—*	1	—	—	1	1	—
Halifax	—*	—*	—	—	—	—	—	1
Liverpool	—*	—*	—	—	—	—	—	1
London	5	10	4	1	1	2	3	2
Total District Boards	—	—	5	1	1	3	4	4

* Not known. † Principal cases only. § Not in existence.

No information has been obtainable with regard to the following boards:—The Cumberland Conciliation Board, the South Wales Iron and Steel Wages Board, the Dyeing Trade Wages Board, the Bedstead Trade Wages Board. The two last-named boards are organisations for the regulation of selling prices as well as wages, and consequently do not publish their proceedings.

For a detailed account of the work of particular boards reference must be made to Appendix II. of this report, pages 242 to 249. The work of a few boards calls, however, for special mention here.

Coal Mining.—A new board was formed during the year for the county of Durham. This board, unlike the boards for the federated districts and for the county of Northumberland, deals with general county questions as well as with the revision from time to time of the county rate of wages. Two applications for revision were made during the year leading to reductions of 7½ per cent. and 2½ per cent. in wages. Under the board for the federated districts no application for a change of wages was made during the year. The Northumberland Board considers the question of the county rate at regular quarterly meetings. The total effect of the changes under this board was a reduction of 10 per cent. off the wages of underground workers and of about 8 per cent. off the wages of surface workers.

Iron and Steel Trades.—Among important decisions of the year may be mentioned the reduction of 5 per cent., under the Steel Trade Board for the West of Scotland, off the wages of all persons earning over 30*s.* per week.

Shipbuilding.—Attention may be called to two small committees in existence on the Tyne and the Clyde respectively, for the purpose of settling all points in dispute between the shipwrights and the joiners with regard to demarcation of work. These committees are three-sided, representatives of the employers as well as of both groups of workpeople having seats on the board.

Boot and Shoe Trade.—As already stated, owing to special circumstances arising out of the boot and shoe dispute, these boards have on the whole shown a great decrease of activity as compared with 1894. During the year a minimum rate of wages was fixed for machine lasters and finishers in Bristol and for clickers and pressmen in Leicester. On the other hand, in London, where the question of a minimum wage for machine lasters and finishers had been referred to arbitration, the arbitrator decided that it was impossible to fix such a minimum.

IX.—LOSS AND GAIN FROM DISPUTES.

(a.) Elements of Loss to Employers.

This is a matter in connection with trade disputes about which it is exceedingly difficult to obtain full information, and, therefore, about which it is impossible to form definite conclusions. The information required for such a table as that from which the following summary is made, is of a character which many employers do not care to furnish. There are also a considerable number of cases, in which employers suffer no loss under some of the heads and have therefore no information to supply, though they do not state so in specific terms. The object of the summary is to show, as far as possible, the amount of direct loss caused to employers, by the disputes they have been engaged in, and also any other actual loss or expenditure caused to them indirectly though not as a direct result of the disputes. Upon some heads a considerable amount of information has been obtained, and, though the number of disputes covered by it forms but a small proportion of all the disputes of the year, the relation of loss to number of persons involved in these disputes is brought out by the figures here given :—

SUMMARY of PARTICULARS with regard to COST of LABOUR DISPUTES extracted from RETURNS received from EMPLOYERS, TABLE IV. of APPENDIX I. (p. 190).

Headings to which the Particulars in Column I. relate.	Column I. — Amount. (Shillings and Pence are omitted.)	Number of Disputes, and Persons engaged, to which Figures in Column I. relate.	
		Disputes.	Persons.
	£		
Estimated value of fixed capital laid idle by dispute - -	6,805,619	127	47,100
Estimated annual rateable value of property laid idle - -	190,255	88	37,745
Estimated actual outlay by employers in stopping and re-opening works, and in payment of fixed charges, salaries, &c.	29,147	103	42,604
Amount paid in defence against strike or in support of lock-out by organisations of employers.*	1,362†	11	2,551

* Employers reporting upon 65 other disputes, in which 44,839 people were engaged, distinctly state that nothing was paid under this head.

† In addition 500*l.* was paid in one dispute in which the number of persons affected is not stated.

In respect to the first two heads in this summary but little can be said. In 127 disputes, including 17 per cent. of the persons engaged in all the disputes of the year, a fixed capital of a value of 6,805,619*l.* was laid idle, and, for the period so laid idle, there would be a loss of interest. A more direct and certain loss is that returned in the case of 103 disputes, in which the outlay by employers in stopping and reopening works, and in payment of various fixed charges, which must always be met whether the works are running or not, is stated at 29,147*l.* The information supplied does not tend to show that associations of employers pay very largely in support of their members whose men come out on strike. But it is probable that this is one of the points upon which complete information is not supplied.

The greatest caution is necessary in drawing any inferences from the above figures as to the total loss caused by all the disputes of the year, since in a large number of cases in which no answer is returned to the question it is impossible to tell if the absence of a return indicates that no loss has been sustained, or that the employer is unable or unwilling to estimate its amount.

(b.) Elements of Loss or Gain to Workpeople.

These also are points upon which it is impossible to obtain information which is either complete or trustworthy. A few years ago an attempt was made to obtain from the unions concerned in disputes information on matters of economic interest in connection with their disputes, with a view to show what their gains are when successful in disputes, or their losses when unsuccessful. The same causes operate, however, with the operatives as with the employers in respect to the supply of information, and the following summary is now confined to the two special points upon which the unions are in a position to supply definite figures:—

SUMMARY of PARTICULARS with regard to LABOUR DISPUTES extracted from RETURNS received from TRADE UNIONS, TABLE V. of APPENDIX I. (p. 205).

	Amount. (Shillings and Pence are omitted.)	Number of Disputes and Persons to which Particulars relate.	
		Disputes.	Persons.
	£		
Amount expended in support of strike or defence against lock-out from trade union funds.	25,775	217	24,555
Amount expended in support of strike or defence against lock-out from other funds.	3,257	33	8,368

This summary is merely put forward for what it is worth, and as showing the extent to which information on these two questions has been supplied. In a large number of cases, however, it should be pointed out that the full amount of union expenditure in support of disputes is known only at the headquarters of the unions concerned, but not to the persons who fill in the schedules sent out by the Department. The true amount of expenditure in this direction is to be looked for, therefore, rather in the dispute benefit summaries of the Trade Union Report than in this report. As showing the difference in the amount of dispute expenditure obtained from these different sources it may be pointed out that, while in the Strike Report of 1894 a total dispute expenditure under both heads of 54,962*l.* was shown, the Trade Union Report for the same year shows a total of 232,006*l.* for 380 trade societies. In 1895 for 100 selected trade unions the dispute expenditure was 190,353*l.* as shown by their returns. It is, therefore, to be understood that the figures given in this summary apply only to the 239 disputes, and to the small proportion of persons to which they are confined.

X.—ATTITUDE OF TRADE UNIONS AND EMPLOYERS TOWARDS DISPUTES.

(a.) Whether Disputes were approved or otherwise by Unions.

Many disputes are entered upon suddenly, and without it being possible for the executives of the unions concerned to express any opinion or take any action of a preventive character, and it is, therefore, not easy in all cases to state definitely

what the attitude of a union may have been in respect to a particular dispute. Consequently it can hardly be expected that a very large number of definite replies should be made to the question put on this point.

The particulars obtained are set forth in the following summary :—

Attitude of Union towards Dispute.	Number of Unions Reporting.	Number Reporting No. of Persons concerned in Disputes.	Number of Persons concerned in Disputes to which Report refer.
Approved by union	290	286	32,600
Not approved by union	50	47	11,201
Disapproved by union	5	5	718
Not ordered by union	21	21	2,109
Not ordered but approved	11	11	3,022
Not consulted	7	6	1,144
No union	8	6	2,307
Chiefly non-unionists	11	11	9,711
Total	403	393	62,812

(b.) Suggested means of Prevention or Settlement of Disputes.

The information forms sent out to employers and to trade unions invite expressions of opinion from them as to the best means for the prevention or settlement of trade disputes. On this point 157 employers offer suggestions and 221 trade union officials do the same. 34 employers and 45 trade union correspondents are in favour of arbitration as applied to each special case as it arises, five employers and eight union officials suggest compulsory reference to arbitration, while 14 employers and 21 union correspondents declare for some form of State mediation, conciliation, or arbitration. Voluntary boards of conciliation, arbitration, committees, conferences of masters and workmen, and other mutual agencies are suggested by 46 employers and 89 union correspondents, while one employer and two union correspondents declare for sliding scales. The other suggestions are miscellaneous in character, and are to be found in detail in Tables IV. and V. on pp. 190 to 219.

I have, &c.
(Signed) J. BURNETT,
Chief Labour Correspondent.

Labour Department,
Board of Trade.

APPENDIX I.

APPENDIX I.

TABLE I.—GENERAL LIST of LABOUR DISPUTES, showing CAUSE, DURATION, NUMBER

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute.			
					Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	BAKERS.							
1	Bakers	St. Helens	For abolition of system of night working.	1	3	—	—	3
2	Do.	Sligo	Alleged breach of rule fixing hour of commencing work at 6 a.m.	1	3	—	—	3
3	Bakers and confectioners.	The Potteries	For advance in wages of 2*s.* per week to those under the standard rate, and limitation of hours to 60 per week.	—	200	—	—	200
4	Bakers	Ballymena	For advance in wages to 28*s.* per week, a 10 hours' working day, and overtime pay at the rate of 6*d.* per hour.	3	26	—	—	26
5	Do.	Broughty Ferry	Against employment of three men who refused to join a newly-formed branch of union.	1	4	—	—	4
6	Do.	Limerick	Employer locked out his men for refusal to refund wages wrongly paid them by foreman.	1	4	—	—	4
	BRUSH-MAKING.							
7	Brushmakers	Newcastle-on-Tyne.	Against engagement of a larger number of boys than allowed by union rules, and employing them upon journeymen's work.	1	10	—	—	10
8	Bone brush-makers.	London, E.	Alleged wrongful dismissal of a fellow workman, the shop delegate of his union.	1	27	—	—	27
	BUILDING TRADES.							
	BRICKLAYING.							
9	Bricklayers (employed in bleach works).	Standish, Wigan	For payment of walking time	1	10	—	—	10
10	Bricklayers	London, S.W.	Against labourers being employed to lay drains. (*See* p. 256.)	1	17	—	—	17
11	Do.	London, S.E.	Against labourers being introduced as bricklayers' apprentices.	1	—	—	—	—
12	Do.	Blackburn	Against masons being employed to lay bricks.	1	7	—	—	7
13	Do.	Do.	Do. do. do.	1	—	—	—	—
14	Bricklayers' labourers.	Sidbury, Worcester.	Against working at less than the recognised rate of wages, and the non-payment of walking time.	1	9	—	—	9
15	Bricklayers	London, S.E.	Against proposed reduction of wages to the extent of $\frac{3}{4}d.$ per hour below minimum rate. (*See* note, p. 256.)	1	2	—	—	2
16	Do.	Portsmouth	Against proposed alteration of time for dinner hour.	1	13	—	—	13
17	Do.	Cromer	For advance in wages from $6\frac{1}{2}d.$ to 7*d.* per hour.	1	35	—	—	35
18	Do.	Taunton	For advance in wages of $\frac{1}{2}d.$ per hour.	1	44	—	—	44
19	Do.	Leamington	Against employment of masons upon certain work alleged to belong to bricklayers.	1	30	—	—	30
20	Do.	Felixstowe and Walton.	For adoption of code of working rules.	12	42	—	—	42

APPENDIX I.

of Persons Affected, Result, and Mode of Settlement, so far as ascertained.

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	3	—	1 Mar.	2 Mar.	Men's places filled by non-unionists.	Unsuccessful	Hands replaced	1
—	—	—	—	3	—	15 Mar.	15 Mar.	Places filled by non-union men.	Do.	Do.	2
—	—	—	—	200	—	8 Apr.	15 Apr.	Demands conceded with exception of about six shops employing 14 hands.	Partially successful.	Negotiation	3
—	—	—	—	26	—	10 Aug.	12 Aug.	Places filled by non-union men.	Unsuccessful	Hands replaced	4
—	—	—	—	4	—	11 Nov.	—	Do. do. -	Do.	Do.	5
—	—	—	—	4	—	26 Dec.	—	Do. do. -	Do.	Do.	6
—	—	—	—	10	—	6 July	12 Oct.	Places filled by other men on employer's terms.	Do.	Do.	7
—	—	—	—	27	—	3 Aug.	16 Aug.	Employer withdrew allegations against the man in question, but did not reinstate him, he obtaining work with another member of the employers' association.	Partially successful.	Negotiation	8
4	—	—	4	14	—	3 Jan.	23 Feb.	Payment agreed to -	Successful	Do.	9
12	—	—	12	29	—	18 Jan.	25 Feb.	Labourers laid drains in question.	Unsuccessful	Hands replaced	10
—	—	—	—	—	—	Jan.	11 May	A man to whom particular objection was taken was removed from the job.	Successful	Negotiation	11
—	—	—	—	7	—	1 Feb.	25 Apr.	Firm paid a fine of 3*l.* to Bricklayers' Union.	Do.	Do.	12
—	—	—	—	—	—	Feb.	Feb.	Dispute stated by union to have been satisfactorily arranged.	Do.	Do.	13
—	—	—	—	9	—	4 Mar.	30 Mar.	Men obtained work elsewhere.	Unsuccessful	Hands replaced	14
—	—	—	—	2	—	8 Mar.	8 Mar.	Men dispensed with -	Do.	Do.	15
7	—	—	7	20	5	11 Mar.	15 Mar.	Proposed alteration agreed to.	Do.	Negotiation	16
—	—	—	—	35	—	25 Mar.	25 Mar.	Advance granted - -	Successful	Do.	17
26	—	—	26	70	—	29 Mar.	30 Mar.	Work resumed by some, others left the town.	Unsuccessful	Submission, and hands dispensed with.	18
—	—	—	—	30	—	31 Mar.	—	Work completed by non-union men. (*See* p. 256.)	Do.	Hands replaced	19
—	—	—	—	42	4	1 Apr.	29 Apr.	A modified code of working rules agreed to.	Partially successful.	Negotiation	20

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	BRICKLAYING—*cont.*							
21	Bricklayers	Halstead, Essex	For a minimum rate of wages of 6*d.* per hour, and a code of working rules.	9	39	—	—	39
22	Bricklayers and labourers.	Gosport	For advance in wages of 1*d.* per hour, and code of working rules.	9	200	—	—	200
23	Bricklayers	Colchester	For advance in wages from 6½*d.* to 7*d.* per hour.	—	70	—	—	70
24	Bricklayers and labourers.	Rugby	For advance in wages to bricklayers from 7½*d.* to 8*d.*, and to labourers from 4¼*d.* to 5*d.* per hour, with alterations in working rules.	18	80 bricklayers, 75 labourers.	—	—	155
25	Do.	Coalville and Hugglescote.	For advance in wages of ½*d.* per hour, and a new code of working rules.	7	78	—	—	78
26	Bricklayers	Stourbridge	For advance in wages from 7*d.* to 8*d.* per hour.	10	96	—	—	96
27	Do.	Warwick	For advance in wages of ½*d.* per hour, and code of working rules.	9	40	—	—	40
28	Do.	Near Warwick	For allowance of one hour per day as walking time to a job 2½ miles from the centre of Warwick.	1	25	—	—	25
29	Do.	Great Grimsby	Against proposed amended code of working rules put forward by the employers.	14	75	—	—	75
30	Do.	London, W.	To enforce the London 1892 working rules.	1	—	—	—	—
31	Do.	Middlesbrough	For advance in wages from 8¼*d.* to 9*d.* per hour, and a revised code of working rules.	10	45	—	—	45
32	Do.	Oxford	For advance in wages, and a revised code of working rules. (*See* p. 257.)	13	100	—	—	100
33	Bricklayers and labourers.	London, E.	For re-instatement of discharged colleagues.	1	52	—	—	52
34	Bricklayers' labourers.	Wolverhampton	Refusal to serve an alleged excessive number of bricklayers.	1	8	—	—	8
35	Bricklayers and labourers.	York	Refusal to work with a non-unionist bricklayer. (*See* p. 257.)	1	21	—	—	21
36	Do.	Leeds	Against employment of non-union labourers at less than current rate of wages.	1	63	—	—	63
37	Do.	York	Refusal of bricklayers to work with non-unionist labourers.	1	48	—	—	48
38	Bricklayers	London, E.C.	Refusal of employers to dismiss a free-labour man to whose presence objection was taken.	1	52	—	—	52
39	Do.	London, E.	Against employment of free-labour men.	1	17	—	—	17

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
37	—	—	37	76	2	1895. 1 Apr.	1895. 13 July	Some employers conceded minimum rate of wages and amended code of rules. (*See* pp. 256 and 257.)	Partially successful.	Negotiation	21
—	—	—	—	200	100	1 Apr.	29 July	Advance of ½*d.* per hour accepted, but code of working rules not conceded. (*See* p. 257.)	Do.	Do.	22
—	—	—	—	70	—	1 Apr.	23 Sept.	Work resumed at former rates.	Unsuccessful	Submission	23
—	—	—	—	155	6	1 Apr.	—	Master Builders' Association continued to pay old rate of wages to bricklayers, and some of the strikers returned to their employ at that rate. The bulk of the men found work with employers outside the Association at the advanced rate.	Partially successful.	Negotiation, submission, and hands replaced.	24
—	—	—	—	78	6	6 Apr.	29 Apr.	The bricklayers obtained an advance of ½*d.* per hour in most cases; the labourers resumed work at former rates in most cases.	Do.	Negotiation	25
—	—	—	—	96	—	1 May	21 June	Advance conceded - -	Successful	Negotiation	26
10	—	—	10	50	—	6 May	6 July	Do. - -	Do.	Do.	27
50	—	—	50	75	—	6 May	28 June	Walking time of half-an-hour per day granted.	Partially successful.	Do.	28
—	—	—	—	75	—	14 May	Oct.	Employers' terms accepted	Unsuccessful	Submission	29
—	—	—	—	—	—	May	—	Works picketed until 19th October, when union declared strike closed.	Do.	Hands replaced	30
—	—	—	—	45	4	1 June	25 July	Advance conceded and revised rules signed.	Successful	Negotiation	31
—	—	—	—	100	—	1 June	31 Aug.	Work resumed on previous conditions; men from other districts had been obtained in many cases.	Unsuccessful	Submission and hands replaced.	32
—	—	—	—	52	—	6 June	8 June	Places filled by other men, with the exception of six, who resumed work after 11 days.	Do.	Do.	33
19	—	—	19	27	—	2 July	2 July	Employer agreed to engage extra labourers.	Successful	Negotiation	34
—	—	—	—	21	6	8 July	22 July	Work resumed on former terms, as man was shown to have an interest in firm.	Unsuccessful	Do.	35
—	—	—	—	63	6	29 July	30 July	Non-unionists joined the union, and obtained increase of wages.	Successful	Do.	36
—	—	—	—	48	—	30 July	30 July	The non-unionists joined the union.	Do.	Negotiation	37
—	—	—	—	52	—	5 Sept.	1896. 5 Mar.	Work resumed unconditionally.	Unsuccessful	Submission	38
17	—	—	17	34	—	17 Sept.	5 Mar.	Do. -	Do.	Do.	39

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	BRICKLAYING—*cont.*							
40	Bricklayers	Glasgow	Against employment of apprentices in excess of the number generally accepted in the trade in Glasgow. (*See* p. 258.)	1	25	—	—	25
41	Do.	London, E.C.	Against employment of free-labour men.	1	10	—	—	10
42	Do.	Do.	Do. do.	1	8	—	—	8
43	Do.	London E.	Do. do.	1	6	—	—	6
44	Do.	London, W.	Against employment of non-union men.	1	13	—	—	13
45	Do.	Bolton	Against alleged infringement of working rules of union.	1	5	—	—	5
46	Do.	Gateshead	Objection to plasterers laying cement floors.	1	14	—	—	14
47	Do.	West Bromwich	Against employment of slaters upon roof-tiling alleged to belong to bricklayers.	1	4	—	—	4
48	Do.	Cromer	Against labourer laying bricks	1	11	—	—	11
49	Do.	London, N.	Against refusal of foreman to allow refreshments to be brought on to the job.	1	—	—	—	—
50	Do.	Great Yarmouth	Against labourers laying bricks	1	7	—	—	7
51	Do.	Exeter	Against the dismissal of two bricklayers for alleged use of abusive language to clerk of works.	1	17	—	—	17
	BRICKMAKING.							
52	Brickmakers	Hathern, Leicester.	Desire to cease work on Saturdays at 12.30 instead of 2 p.m.	1	90	—	—	90
53	Do.	Birmingham	Against employment of a man alleged to belong to another union.	1	17	—	—	17
54	Do.	Dunston, Durham	For advance in wages to a minimum of 23*s.* per week, with reduction of hours from 54 to 53 per week.	1	34	—	—	34
55	Bath-brickmakers	Bridgwater	Refusal to work in an alleged unsafe kiln.	1	8	—	—	8
	CARPENTERS AND JOINERS.							
56	Carpenters and joiners.	Bridgwater	In consequence of notice for an advance in wages, and a code of working rules, employers required the men either to abandon their union or to leave their employ.	9	12	—	—	12
57	Do.	Cardiff	Against proposed change from day to piecework. (*See* p. 258.)	1	24	—	—	24
58	Do.	Dundee	For advance in wages from 7½*d.* to 8*d.* per hour, and a revised code of working rules.	27	325	—	—	325
59	Do.	Oldham	Against proposed introduction of piecework.	1	11	—	—	11
60	Do.	Smethwick	For payment at the Birmingham rate of wages (increase of 1*d.* per hour) and for Birmingham working rules.	—	20	—	—	20
61	Do.	Leicester	For advance in wages from 8*d.* to 8½*d.* per hour, and a revised code of working rules.	50	400	—	—	400

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	25	—	1895. 21 Sept.	1895. —	Apprentices continued to be employed. Men found employment elsewhere.	Unsuccessful	Hands replaced	40
10	—	—	10	20	—	27 Sept.	1896, 5 Mar.	Work resumed unconditionally.	Do.	Submission	41
8	—	—	8	16	—	27 Sept.	5 Mar.	Do. do.	Do.	Do.	42
6	—	—	6	12	—	28 Sept.	5 Mar.	Do. do.	Do.	Do.	43
—	—	—	—	13	—	Sept.	1895. —	Places filled by other men	Do.	Hands replaced	44
—	—	—	—	5	—	14 Oct.	21 Oct.	Employer agreed to work according to rules of Bricklayers' Union.	Successful	Negotiation	45
—	—	—	—	14	—	15 Oct.	11 Nov.	Work sub-let, and the men who struck obtained work elsewhere.	Unsuccessful	Hands replaced	46
—	—	—	—	4	—	16 Oct.	30 Nov.	Bricklayers to be allowed to do roof-tiling in future.	Successful	Negotiation	47
—	—	—	—	11	—	21 Oct.	21 Nov.	Labourer apprenticed	Do.	Do.	48
—	—	—	—	—	—	22 Oct.	—	Men paid off from the job	Unsuccessful	Hands replaced	49
—	—	—	—	7	—	16 Nov.	18 Nov.	Labourers withdrawn	Successful	Negotiation	50
—	—	—	—	17	—	4 Dec.	6 Dec.	Work resumed by the whole of the men.	Do.	Do.	51
—	—	—	—	90	—	10 May	18 May	Work resumed on former terms.	Unsuccessful	Submission	52
—	—	—	—	17	—	22 July	25 July	Man in question dismissed, and an advanced rate granted for clayhole clearance.	Successful	Negotiation	53
—	—	—	—	34	—	12 Aug.	17 Aug.	Demands conceded	Do.	Do.	54
2	—	—	2	10	—	4 Dec.	1896. 6 Jan.	Kiln in question to be repaired and made safe.	Do.	Do.	55
—	—	—	—	12	—	11 Jan.	1895. 19 Oct.	Employers obtained other men.	Unsuccessful	Hands replaced	56
—	—	—	—	24	—	15 Feb.	1 Mar.	Non-unionists imported from other parts of the country.	Do.	Do.	57
—	—	—	—	325	25	1 Mar.	4 Mar.	Advance conceded, and code of working rules agreed to at meeting of joint committee.	Successful	Mediation	58
—	—	—	—	11	60	9 Mar.	23 Mar.	Piecework abandoned	Do.	Negotiation	59
—	—	—	—	20	—	1 April	29 April	Demands conceded	Do.	Do.	60
—	—	—	—	400	25	1 April	6 June	Advance in wages, and modified code of working rules agreed to, but hours increased from 54 to 56½ per week. (*See* pp. 237 and 258).	Partially successful.	Conciliation by mediation.	61

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	CARPENTERS AND JOINERS—*cont.*							
62	Carpenters and joiners.	Harrogate -	For advance in wages from 7½*d.* to 8½*d.* per hour, and revised code of working rules. (*See* note, p. 259.)	33	141	—	—	141
63	Do. -	Oban - -	For advance in wages from 7*d.* to 7½*d.* per hour.	7	30	—	—	30
64	Do. -	Falkirk and Grangemouth.	For advance in wages from 7½*d.* to 8*d.* per hour.	22	125	—	—	125
65	Do. -	Airdrie - -	Do. do. -	8	80	—	—	80
66	Do. -	Johnstone -	For advance in wages from 6½*d.* to 7*d.* per hour.	2	9	—	—	9
67	Do. -	Stirling - -	For advance in wages from 7*d.* to 7½*d.* per hour.	4	65	—	—	65
68	Do. -	Plymouth -	Against refusal of employer to allow "walking time."	1	2	—	—	2
69	Do. -	Callander -	For advance in wages from 7*d.* to 7½*d.* per hour.	2	10	—	—	10
70	Do. -	Bray - -	Against the employment of a non-unionist.	1	3	—	1	4
71	Do. -	Dundee - -	Against employer paying less than standard rate of wages.	1	20	—	—	20
72	Do. -	Chorley -	For advance in wages from 8*d.* to 8½*d.* per hour, and a reduction in hours.	8	40	—	—	40
73	Do. -	Retford - -	For advance in wages of ½*d.* per hour, and code of working rules.	—	15	—	—	15
74	Do. -	Rotherham -	For advance in wages from 8*d.* to 8½*d.* per hour, and reduction of 2½ hours per week (52 to 49½).	16	80	—	—	80
75	Do. -	Leeds - -	For advance in wages from 8*d.* to 9*d.* per hour and reduction in hours (50 to 44 per week).	—	350	—	—	350
76	Do. -	St. Helens -	Against proposed reduction in wages of ½*d.* per hour and increase in hours, the men desiring an advance in wages of ½*d.* per hour (8½*d.* to 9*d.*)	12	50	—	—	50
77	Do. -	Great Grimsby	Objection to proposal of employers to alter or modify existing code of working rules.	3	15	—	—	15
78	Do. -	Sale, Manchester	For the Manchester rate of wages and hours of labour.	1	15	—	—	15
79	Do. -	Bellshill, Lanarkshire.	For advance in wages from 7½*d.* to 8*d.* per hour.	6	19	—	—	19
80	Do. -	Guildford -	For an advance in wages of 1*d.* per hour, and a code of working rules.	14	76	—	—	76
81	Do. -	Brechin -	For advance in wages from 6½*d.* to 7*d.* per hour.	5	27	—	—	27
82	Do. -	Bishop Auckland	For advance in wages of 1*d.* per hour, and a code of working rules.	8	40	—	—	40
83	Do. -	New Ross -	For advance in wages and reduced hours, granted by other employers.	1	5	—	—	5
84	Do. -	Glossop -	For advance in wages from 7½*d.* to 8*d.* per hour.	3	16	—	—	16
85	Do. -	Bingley -	For advance in wages from 7*d.* to 7¾*d.* per hour, and code of working rules.	2	10	—	—	10

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	141	—	1895. 1 April	1895. 7 May	Immediate advance of ¼d. per hour granted, with a further ¼d. to be conceded on July 1st.	Partially successful.	Negotiation	62
—	—	—	—	30	—	1 April	1 April	Advance conceded -	Successful	Do.	63
—	—	—	—	125	—	1 April	13 April	Do. - -	Do.	Do.	64
—	—	—	—	80	—	1 April	15 April	Do. -	Do.	Do.	65
—	—	—	—	9	—	1 April	9 April	Do. - -	Do.	Do.	66
—	—	—	—	65	—	1 April	1 April	Do. -	Do.	Do.	67
—	—	—	—	2	—	1 April	10 April	Walking time allowed -	Do.	Do.	68
—	—	—	—	10	—	22 April	23 April	Advance conceded - -	Do.	Do.	69
27	—	—	27	31	2	24 April	—	Continued to employ non-union labour.	Unsuccessful	Hands replaced	70
—	—	—	—	20	11	26 April	17 May	Men replaced and obtained employment elsewhere.	Do.	Do.	71
—	—	—	—	40	—	1 May	2 Aug.	Work resumed at former rates.	Do.	Submission	72
—	—	—	—	15	—	1 May	13 May	Minimum rate of 6½d. per hour, and code of rules agreed to.	Successful	Negotiation	73
—	—	—	—	80	50	1 May	13 July	Work resumed at former rates of wages, but the reduction of hours granted.	Partially successful.	Arbitration	74
—	—	—	—	350	—	1 May	31 May	Advance of ½d. per hour granted and winter hours reduced.	Do.	Negotiation	75
—	—	—	—	50	—	1 May	18 July	Work resumed on former conditions, with the exception of a slight alteration in the working rules.	Do.	Arbitration.	76
—	—	—	—	15	—	1 May	27 May	Proposed alterations not agreed to, with the result that existing code of working rules ceased to be in operation.	Unsuccessful	Negotiation	77
—	—	—	—	15	—	1 May	—	Manchester terms conceded.	Successful	Do.	78
—	—	—	—	19	—	9 May	11 May	Advance conceded - -	Do.	Do.	79
—	—	—	—	76	—	11 May	22 June	Work resumed at former rates.	Unsuccessful	Submission	80
—	—	—	—	27	4	14 May	20 May	Advance conceded -	Successful	Negotiation	81
—	—	—	—	40	3	18 May	24 June	Advance of ½d. per hour granted and rules signed.	Partially successful.	Arbitration	82
—	—	—	—	5	—	20 May	—	The job finished by non-union men.	Unsuccessful	Hands replaced	83
40	—	—	40	56	—	27 May	8 June	Advance conceded -	Successful	Negotiation	84
—	—	—	—	10	—	1 June	—	Three resumed work at old rates, the places of remainder being filled by non-unionists.	Unsuccessful	Submission and hands replaced	85

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	CARPENTERS AND JOINERS—*cont.*							
86	Carpenters and joiners.	Weston-super-Mare.	For advance in wages from 6½*d.* to 7*d.* per hour, and a code of working rules. (*See* p. 260.)	11	53	—	—	53
87	Do.	Consett, Durham	For advance in wages from 8*d.* to 8½*d.* per hour, and a code of working rules.	15	32	—	—	32
88	Do.	Comrie, Perthshire.	For advance in wages from 6½*d.* to 7*d.* per hour.	1	12	—	—	12
89	Do.	North Woolwich	For advance in wages from 8½*d.* to 9½*d.* per hour.	1	14	—	—	14
90	Do.	Swansea	For advance in wages of ½*d.* per hour, and a new code of working rules.	20	350	—	—	350
91	Do.	Dundalk	For a reduction of working hours	2	22	—	—	22
92	Do.	Falkirk and Grangemouth.	To obtain a guarantee from the employers that the existing rate of wages would not be reduced before March 1896.	9	120	—	—	120
93	Do.	Felixstowe and Walton.	For a code of working rules	6	80	—	—	80
94	Do.	Leeds	Refusal of employer to pay his men the standard rate of wages (8½*d.* per hour).	1	3	—	—	3
95	Do.	Dunoon	For advance in wages	1	5	—	—	5
96	Do.	Bellshill, Lanarkshire.	Against a proposed reduction in wages.	1	9	—	—	9
97	Do.	Leeds	Against the employment of a foreman who refused to join the union. (*See* p. 260.)	1	45	—	—	45
98	Do.	Plymouth	Objection to the deduction from wages of 1*d.* per week for hospital fund.	1	6	—	—	6
99	Do.	Bristol	Objection to complete block floor laid by labourers.	1	9	—	—	9
100	Do.	Dumbarton	For advance in wages from 7½*d.* to 8*d.* per hour and extra rates for overtime.	1	22	—	—	22
	Packing Case Makers.							
101	Packing case makers.	Liverpool	Against employment of non-union labour.	1	10	—	2	12
	PAINTERS AND DECORATORS.							
102	Painters	Dundee, Lochee, and Broughty Ferry.	For advance in wages of ½*d.* per hour and against certain proposed alterations in working rules.	39	220	—	—	220
103	Do.	Bolton and Tonge	Against labourers doing painters' work.	2	14	—	—	14
104	Do.	Douglas, Isle of Man.	For advance in wages from 6*d.* to 7*d.* per hour for eight months in the year.	15	96	—	—	96
105	Do.	Dublin	Against employment of men belonging to another society.	1	15	—	—	15
106	Do.	Bury	For advance in wages from 7½*d.* to 8*d.* per hour and a revised code of working rules.	22	90	—	—	90

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	53	—	1 June	14 June	Advance granted, with a code of working rules. (*See* p. 260.)	Successful	Negotiation	86
—	—	—	—	32	—	8 June	22 June	Advance granted, and also the code of working rules, subject to revision in 1896.	Do.	Do.	87
—	—	—	—	12	—	10 June	11 June	Advance granted	Do.	Do.	88
—	—	—	—	14	—	24 June	23 Aug.	Men replaced by others at the old rates.	Unsuccessful	Hands replaced	89
250	—	—	250	600	—	1 July	11 Oct.	Work resumed on old terms, employers declining to submit matter to arbitration.	Do.	Negotiation, submission, and hands replaced.	90
28	—	—	28	50	—	15 July	7 Sept.	An advance in wages of 2*s.* per week granted in lieu of shorter hours.	Partially successful.	Negotiation	91
—	—	—	—	120	—	22 July	3 Oct.	Existing rate of wages to continue until July 1896.	Successful	Mediation	92
50	—	—	50	130	—	6 Aug.	12 Aug.	Code of rules agreed to	Do.	Negotiation	93
—	—	—	—	3	—	24 Aug.	—	Men obtained employment elsewhere.	Unsuccessful	Hands replaced	94
—		—	—	5	—	26 Aug.	20 Sept.	Advance of ½*d.* per hour granted.	Successful	Negotiation	95
—	—	—	—	9	—	5 Sept.	14 Sept.	Proposed reduction withdrawn.	Do.	Do.	96
—	—	—	—	45	—	11 Sept.	30 Sept.	Foreman joined the union	Do.	Do	97
—	—	—	—	6	—	16 Sept.	25 Sept.	Employer agreed that the deduction should be optional in future.	Do.	Do.	98
—	—	—	—	9	—	3 Oct.	—	Men who objected obtained other employment.	Unsuccessful	Hands replaced	99
—	—	—	—	22	—	16 Oct.	—	Places filled by other men	Do.	Do.	100
						1896.					
—	—	—	—	12	—	16 Nov.	20 June	Places filled by non-unionists, and shop blocked to union men.	Do.	Do.	101
						1895.					
—	—	—	—	220	—	7 Jan.	22 June	Work resumed at the old rate by those men who had not found employment elsewhere.	Do.	Submission and hands replaced	102
—	—	—	—	14	—	14 Jan.	13 Feb.	No labourer in future to clean down buildings preparatory to painting.	Successful	Mediation and negotiation.	103
—	—	—	—	96	—	1 Mar.	4 April	Work resumed at previous rate.	Unsuccessful	Submission	104
—	—	—	—	15	—	Mar.	1896. —	In May 1896 the two unions combined to resist a proposed change of working rules, and the friction was thus removed.	Indefinite	Negotiation.	105
							1895.				
60	—	—	60	150	—	1 April	20 April	Advance conceded and rules signed.	Successful	Do.	106

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	PAINTERS AND DECORATORS—*cont.*							
107	Painters	Padiham	For advance in wages from 7*d.* to 7½*d.* per hour and a reduction in hours of half an hour per week.	4	50	—	—	50
108	Do.	Hitchin	Six men who had given notice for advance in wages were discharged, alleged to be on account of connection with union.	1	6	—	—	6
109	Do.	Norwich	For advance in wages from 5*d.* to 6*d.* per hour, and a code of working rules. (*See* p. 261.)	25	130	—	—	130
110	Do.	Carlisle	For advance in wages	17	80	—	—	80
111	Do.	Bootle, Liverpool	Objection to the employment of labourers on painters' work.	1	19	—	—	19
112	Do.	Aberdeen	Alleged breach of byelaws with regard to apprentices.	1	4	—	—	4
	PLASTERERS.							
113	Plasterers	Sheffield	Employment by a Liverpool contractor of Liverpool men at the higher rate of wages prevailing there, the local men desiring the same rate.	1	20	—	—	20
114	Do.	Falkirk and District.	For increase in wages from 7½*d.* to 8½*d.* per hour.	4	25	—	—	25
115	Do.	Plymouth and District.	Against refusal of employer to allow walking time.	1	16	—	—	16
116	Do.	Aberdeen	For advance in wages from 7½*d.* to 8½*d.* per hour.	13	140	—	—	140
117	Plasterers and labourers.	Manchester, Salford and District.	For advance in wages of ½*d.* per hour, and revised codes of working rules. (*See* note p. 261.)	15	267	—	—	267
118	Plasterers	Perth	For advance in wages from 7½*d.* to 8*d.* per hour.	4	30	—	—	30
119	Do.	Colne and Nelson	Against the employment of an improver.	1	4	—	—	4
120	Do.	Newport	Against employment of a man who had not paid a fine inflicted by his union.	1	3	—	—	3
121	Do.	Inverness	For advance in wages of 1*d.* per hour.	7	20	—	—	20
122	Do.	Sunderland	Against employment of lathers to fix laths, work alleged to belong to plasterers. (*See* note, p. 263.)	1	18	—	—	18
123	Do.	Kilmarnock	Against proposed reduction in wages of 1½*d.* per hour.	1	3	—	—	3
124	Do.	Dundee	Refusal to pay train fares to jobs	1	3	—	—	3
125	Do.	Dublin	Alleged sub-letting of a contract.	1	7	—	—	7

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	50	4	1895. 13 April	1895. 20 April	Advance conceded and reduction in hours granted.	Successful	Negotiation	107
—	—	—	—	6	—	2 days in April.		Four men resumed without conditions; two others found employment elsewhere.	Unsuccessful	Submission and hands replaced.	108
—	—	—	—	130	50	11 May	15 May	Advance of ½d. per hour conceded, the proposed code of rules being withdrawn.	Partially successful.	Negotiation	109
—	—	—	—	80	—	1 May	2 May	Advance of ½d. per hour conceded.	Successful	Do.	110
—	—	—	—	19	—	14 Aug.	28 Aug.	Labourers discharged	Do.	Conciliation	111
—	—	—	—	4	—	11 Oct.	26 Dec.	Employer signed agreement to observe byelaws in question.	Do.	Negotiation	112
33	—	—	33	53	—	21 Jan.	9 Mar.	Some of the Sheffield men re-instated at their local rate. More Liverpool men were brought in.	Unsuccessful	Submission and hands replaced	113
—	—	—	—	25	—	2 Feb.	16 Feb.	An immediate advance of ½d. per hour, with promise of another ½d. per hour on 4th May.	Successful	Negotiation	114
—	—	—	—	16	—	22 Feb.	28 Feb.	Men's demand conceded	Do.	Do.	115
60	—	—	60	200	3	25 Mar.	27 April	Advance of ½d. per hour granted. (*See* p. 261.)	Partially successful.	Do.	116
—	—	—	—	267	—	8 April	15 June	Advance granted and rules signed. (*See* p. 261.)	Successful	Conciliation	117
—	—	—	—	30	—	10 June	10 June	Advance conceded, to take effect from 3rd June.	Do.	Negotiation	118
6	—	—	6	10	—	8 July	10 July	Employer was fined 20*s.* by the union, which he paid, and signed an agreement to discontinue the practice.	Do.	Do.	119
—	—	—	—	3	—	2 days in Sept.		Work resumed, but on what terms is not stated.	Indefinite	—	120
—	—	—	—	20	—	9 Sept.	21 Sept.	Advance of ½d. per hour granted.	Partially successful.	Negotiation	121
—	—	—	—	18	—	30 Sept.	19 Oct.	Arbitrator decided that the employer had infringed the working rules and imposed a fine of 2*l.*, which was paid.	Successful	Arbitration	122
—	—	—	—	3	—	1 Oct.	3 Oct.	Mutual agreement to reduce wages by ½d. per hour on 1st January 1896, such agreement to hold good for twelve months.	Partially successful.	Negotiation	123
—	—	—	—	3	—	2 Dec.	—	Places filled by non-union men.	Unsuccessful	Hands replaced	124
—	—	—	—	7	—	4 Dec.	—	Work sub-let to a Scotch contractor.	Do.	Work removed	125

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	PLUMBERS.							
126	Plumbers	Halifax and District.	For minimum standard rate of wages of 7½*d.* per hour, reduction of working hours from 50 to 49½ per week, and amended code of working rules.	11	50	—	—	50
127	Do.	Middleton	Against the employment of a non-unionist at less than the standard rate.	1	4	—	—	4
128	Do.	Nelson	Objection to shops not being opened at time prescribed by byelaws of union.	2	—	—	—	—
129	Do.	Ramsbottom	For advance in wages of 1*d.* per hour.	1	8	—	—	8
130	Do.	Leicester	Against labourers being employed on plumbers' work.	2	13 4	— —	— —	13 4
131	Do.	Do.	Refusal of men to submit the foregoing dispute to arbitration, and for advance in wages from 8*d.* to 9*d.* per hour, and amended code of working rules.	30	76	—	—	76
132	Do.	Grangemouth	For advance in wages from 7½*d.* to 8*d.* per hour, generally conceded in Falkirk and Grangemouth district.	1	4	—	—	4
133	Do.	Stirling and District.	For advance in wages from 7*d.* to 7½*d.* per hour.	7	34	—	—	34
134	Do.	Greenock and District.	For advance in wages of ½*d.* per hour with a code of working rules.	14	50	—	—	50
135	Do.	Bradford and District.	Against refusal of employers to pay for walking time on Saturdays from job to pay office.	60	200	—	—	200
136	Plumbers and gasfitters.	Hull	Against an undue proportion of apprentices and boys.	1	4	—	—	4
137	Plumbers	Leeds	Alleged breach of rule by employer in not paying railway fare to a job.	1	3	—	—	3
138	Do.	Oldham	For advance in wages of ¼*d.* per hour, and a revised code of working rules.	12	100	—	—	100
139	Do.	Edinburgh	Refusal of employer to pay 6*d.* per day extra to men working more than two miles from shop.	1	25	—	—	25
140	Do.	Nottingham	Against employment of labourers on plumbing work.	1	9	—	—	9
	PUBLIC WORKS, CONSTRUCTION AND MAINTENANCE.							
141	Stonemasons (water works).	Devonport	For payment of walking time when employed outside the town. (*See* p. 264.)	1	11	—	—	11
142	Labourers (sewerage works).	Tolleshunt D'Arcy.	For advance in wages from 3½*d.* to 4½*d.* per hour.	1	16	—	—	16

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.						
Number of Persons employed in Factories or Works where Dispute occurred, and who were thrown out of Work, but were not directly concerned.								Character of Settlement.	Success or otherwise of Workpeople.		
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	50	—	26 Jan.	20 Mar.	Demands conceded -	Successful	Negotiation	126
—	—	—	—	4	—	3 Feb.	—	Shop blocked by union, to last for a period of three years.	Unsuccessful	Hands replaced	127
—	—	—	—	—	—	A few days in March.		Dispute satisfactorily settled.	Successful	Negotiation	128
—	—	—	—	8	—	1 April	14 May	Advance of ½d. per hour granted.	Partially successful.	Do.	129
—	—	—	—	17	—	15 April	23 April	Labourers not to be employed on plumbers' work, and work resumed when they had been discharged.	Successful	Do.	130
—	—	—	—			15 April	8 July				
—	—	—	—	76	20	2 May	8 July	Advance of ½d. per hour granted and working rules amended so as to provide for disputes being settled by arbitration. (*See* p. 263.)	Partially successful.	Arbitration	131
—	—	—	—	4	—	4 May	4 May	Men replaced by others at old rate.	Unsuccessful	Hands replaced	132
—	—	25	25	59	—	3 June	3 June	Advance granted -	Successful	Negotiation	133
—	—	—	—	50	11	24 June	17 Aug.	Advance of ½d. per hour granted, with a modified code of byelaws.	Partially successful.	Do.	134
—	—	—	—	200	—	29 June	15 July	Men agreed to allow fifteen minutes after twelve o'clock on Saturdays.	Do.	Conciliation	135
—	—	—	—	4	1	20 Aug.	27 Aug.	Men replaced by non-unionists, and employer fined for breach of rule by the Master Plumbers' Association, to whom the matter was referred.	Unsuccessful	Hands replaced	136
—	—	—	—	3	—	19 Oct.	9 Dec.	Employer agreed to observe union rules and conditions.	Successful	Negotiation	137
—	—	—	—	100	—	21 Oct.	1 Nov.	Advance granted and revised code of rules signed, to take effect on 1st July 1896.	Partially successful.	Do.	138
—	—	—	—	25	—	10 Dec.	10 Dec.	Employer agreed to pay the extra 6d. per day, and also for the time lost over the dispute.	Successful	Do.	139
—	—	—	—	9	—	20 Dec.	28 Dec.	Labourers taken off plumbing work.	Do.	Do.	140
—	—	—	—	11	4	3 Jan.	3 Jan.	Hands replaced by non-unionists, but a neighbouring contractor having referred his dispute to arbitration the award was accepted in this case, walking time being disallowed but wages advanced ½d. per hour.	Partially successful.	Hands replaced and arbitration. (*See* p. 241.)	141
—	—	—	—	16	—	1 day in March.		Advance granted, but question afterwards reopened, and a rate of 4d. per hour fixed.	Do.	Negotiation	142

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	PUBLIC WORKS, CONSTRUCTION AND MAINTENANCE.—*cont.*							
143	Labourers	London, W.	Against dismissal of a fellow workman for alleged assault upon a foreman.	1	200	—	—	200
144	Stonemasons and labourers (railway permanent way).	Inverness	Against proposed reduction in overtime rates on Sundays from double time to time-and-half, and on other days from time-and-half to time-and-quarter, and for advance in wages of ½*d.* per hour.	1	22	—	—	22
145	Labourers (sewerage works).	Felixstowe	For advance in wages from 4½*d.* to 5½*d* per hour.	3	65	—	—	65
146	Paviors	Dundee	For advance in wages from 8½*d.* to 9*d.* per hour.	1	5	—	—	5
147	Carpenters, machinists, bricklayers, fitters and labourers.	London, S.E.	For reinstatement of a carpenter and a fitter alleged to have been discharged in consequence of statements made by them as delegates acting on behalf of fellow workmen.	1	73	—	—	73
148	Labourers (building and sewerage works).	Felixstowe	For advance in wages from 4*d.* to 5*d.* per hour.	6	120	—	—	120
149	Carpenters (water works).	Devonport	For advance in wages from 8*d.* to 8½*d.* per hour, the recognised rate for country jobs.	1	2	—	—	2
150	Navvies (railway construction).	Budleigh Salterton.	Alleged system of sub-contracting, and deductions from wages.	1	100	—	—	100
	SAWYERS.							
151	Sawyers	Belfast	Against employment of a non-unionist who refused to join the union except upon certain conditions which were contrary to rules. (*See* note p. 264.)	1	8	—	1	9
	SLATERS.							
152	Slaters	Falkirk	For advance in wages from 8*d.* to 8½*d.* per hour.	8	35	—	—	35
	STONEMASONS.							
153	Stonemasons	York	Against introduction of ready-dressed stone.	1	8	—	—	8
154	Wallmasons and stone-cutters.	Plymouth	Against commencing work later than the hour usual in the district, and for the provision of proper shed accommodation on jobs.	1	23	—	—	23
155	Masons' labourers.	Near Glasgow	Against working with a man who, refusing to join the union, had been paid off by the foreman, but re-introduced by the employer.	1	4	—	—	4
156	Stonemasons	Blackpool	Against the importation of ready-dressed stone.	1	8	—	—	8
157	Do.	Leicester	Against the importation of ready-dressed stone, said by employer to be sold and generally considered as marble.	1	3	—	—	3
158	Masons' labourers.	Dundee	For advance in wages from 5*d.* to 5½*d.* per hour.	28	275	—	—	275
159	Stonemasons	Plymouth	Refusal of employer to allow walking time.	1	5	—	—	5
160	Do.	Harrogate	For advance in wages from 8*d.* to 9*d.* per hour, and new code of working rules.	1	11	—	—	11
161	Do.	Great Grimsby	Refusal to accept an amended code of working rules put forward by the employers.	3	20	—	—	20

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	200	—	22 Mar.	—	No details of settlement.	—	—	143
—	—	—	—	22	—	1 April	8 April	Work resumed at existing rates.	Partially successful	Negotiation	144
—	—	—	—	65	—	9 May	20 May	Advance of ½*d.* per hour granted.	Do.	Do.	145
4	—	—	4	9	—	19 June	19 June	Work resumed at old rates.	Unsuccessful	Submission	146
—	—	—	—	73	107	15 July	17 July	The two men were re-instated after a written apology had been given with respect to the statements made.	Successful	Negotiation	147
—	—	—	—	120	—	1 Oct.	25 Nov.	Advance of ½*d.* per hour granted, to take effect from Dec. 21st.	Partially successful.	Do.	148
—	—	—	—	2	—	29 Oct.	—	One of the men resumed work at former rates, the other was replaced.	Unsuccessful	Submission	149
—	—	—	—	100	150	16 Dec.	17 Dec.	Six men paid off, and the rest resumed work.	Do.	Do.	150
—	—	—	—	9	1	10 Sept.	12 Nov.	Men replaced by non-unionists.	Do.	Hands replaced	151
—	—	—	—	35	—	4 Mar.	20 April	Advance granted	Successful	Negotiation	152
—	—	—	—	8	—	1 Jan.	2 Jan.	Men replaced by non-union masons.	Unsuccessful	Hands replaced	153
—	—	—	—	23	—	9 Jan.	15 Jan.	Employer agreed to men commencing at usual time, and also agreed to provide sheds.	Successful	Negotiation	154
—	—	—	—	4	—	16 Jan.	—	Men's places filled by others.	Unsuccessful	Hands replaced	155
—	—	—	—	8	—	7 Mar.	21 Mar.	Employer agreed to cease importing ready-dressed stone.	Successful	Negotiation	156
—	—	—	—	3	—	21 Mar.	—	Replaced by union men from the quarry, who fixed the stone.	Unsuccessful	Hands replaced	157
—	—	—	—	275	100	4 April	1 June	Work resumed at former rates.	Do.	Submission	158
—	—	—	—	5	—	8 April	9 April	Employer granted the men's demand.	Successful	Negotiation	159
—	—	—	—	11	10	20 April	19 Aug.	Advance granted and rules signed.	Successful	Do.	160
—	—	—	—	20	—	1 May	—	Men agreed to work by employer's rules.	Unsuccessful	Hands replaced and submission.	161

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Directly. Number of Persons directly concerned in Dispute.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	STONEMASONS—*cont.*							
162	Stonemason -	Harrogate -	For advance in wages from 8*d.* to 9*d.* per hour, and a reduction of hours per week.	20	106	—	—	106
163	Masons' labourers.	Leicester -	For advance in wages from 6*d.* to 6½*d.* per hour, and a code of working rules.	17	36	—	—	36
164	Stonemasons -	Darwen - -	For advance in wages from 8½*d.* to 9*d.* per hour, and a revised code of working rules.	10	120	—	—	120
165	Do. -	Pontypridd -	Against proposal by employers for alteration of working rules, the men specially objecting to work ready-dressed stone.	8	45	—	—	45
166	Stonemasons and labourers.	Bolton - -	Refusal to work with two non-unionist stone-scutchers. (*See* p. 265.)	1	14	—	—	14
167	Stonemasons -	Dumfries - -	For advance in wages from 8*d.* to 9*d.* per hour.	1	60	—	—	60
168	Do. -	Crieff - -	Against employment of two non-unionists.	1	5	—	—	5
169	Do. -	Derby - -	Refusal of employer to pay the current rate of wages.	1	2	—	—	2
170	Do. -	Do. - -	Against bricklayers fixing stone	1	4	—	—	4
171	Do. -	Shettleston, Glasgow.	Refusal of employers to sign a code of working rules entailing an advance in wages of ½*d.* per hour (8½*d.* to 9*d.*). (*See* note, p. 265.)	2	22	—	—	22
172	Do. -	Cambridge -	Against employment of non-unionists.	2	14	—	—	14
173	Do. -	Millport, Buteshire.	For advance in wages from 9*d.* to 9½*d.* per hour.	1	18	—	—	18
174	Do. -	Pontypridd -	Refusal of employer to erect sheds for men's accommodation.	1	29	—	—	29
175	Do -	Darlington -	Against the employment of a non-unionist.	1	4	—	—	4
176	Do. -	Burnley - -	For advance in wages from 8½*d.* to 9*d.* per hour, and a code of working rules.	20	60	—	—	60
177	Do. -	Plymouth -	Employer refused to allow the customary walking time, offering to give an advance in wages to 8*d.* per hour in lieu thereof.	1	13	—	—	13
178	Do. -	Warrington -	Against the employment of a quarryman on masons' work.	1	—	—	—	—
179	Do -	Stirling - -	For advance in wages from 8½*d.* to 9*d.* per hour, and weekly instead of fortnightly pay.	9	60	—	—	60
180	Do. -	Rochdale - -	Against the sub-letting of flagging as piecework. (*See* note, p. 266.)	1	24	—	—	24

Persons affected.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.	Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.											
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.					Character of Settlement.	Success or otherwise of Workpeople.		
						1895.	1895.				
94	—	—	94	200	—	1 May	19 Aug.	Advance in wages of 1*d.* per hour, and reduction of hours to the extent of half-an-hour in summer and an average of one and a half hours per week in winter.	Successful	Negotiation	162
—	—	—	—	36	—	1 May	12 July	A code of rules agreed to, the question of granting an advance of wages to be considered as soon as trade revives. (*See* p. 265.)	Partially successful.	Mediation (*See* p. 241.)	163
—	—	—	—	120	—	1 May	6 June	An advance of ¼*d.* per hour granted from June 3, and a further advance of ¼*d.* from 16 August.	Successful	Negotiation	164
—	—	—	—	45	—	1 May	24 July	Work resumed on employers' terms.	Unsuccessful	Submission	165
26	—	—	26	40	—	7 May	18 May	Men objected to removed and work resumed.	Successful	Negotiation	166
—	—	—	—	60	—	24 May	1 July	Work resumed at former rates.	Unsuccessful	Submission	167
—	—	—	—	5	2	4 June	4 June	Non-unionists joined the union, and work resumed, after a stoppage of about seven hours.	Successful	Negotiation	168
—	—	—	—	2	—	15 June	—	Reported to have had no definite result.	Indefinite	—	169
—	—	—	—	4	—	17 June	—	Men obtained employment elsewhere.	Unsuccessful	Hands replaced	170
—	—	—	—	22	—	1 July	1 July	Employers signed agreement, and work was resumed after a stoppage of seven hours.	Successful	Negotiation	171
2	—	—	2	16	1	1 July	19 Aug.	Men obtained employment elsewhere and were replaced by non-unionists.	Unsuccessful	Hands replaced	172
—	—	—	—	18	—	1 July	1 July	Advance granted and work resumed.	Successful	Negotiation	173
—	—	—	—	29	—	2 July	5 July	Employer acceded to men's demands.	Do.	Do.	174
—	—	—	—	4	—	3 July	4 July	Non-unionist discharged. (*See* p. 266.)	Do.	Do.	175
40	—	—	40	100	—	6 July	30 July	Advance of ¼*d.* per hour granted and rules signed.	Partially successful.	Do.	176
—	—	—	—	13	—	7 Aug.	27 Aug.	Employer allowed walking time.	Successful	Do.	177
—	—	—	—	—	—	4 days in August.		Quarryman discharged -	Do.	Do.	178
—	—	—	—	60	20	2 Sept.	14 Sept.	Advance granted with weekly pays.	Do.	Do.	179
6	—	—	6	30	—	16 Sept.	20 Sept.	The proprietors of the building in course of erection took the work into their own hands.	Do.	Cause of dispute removed.	180

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute.			
					Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	STONEMASONS—*cont.*							
181	Stonemasons -	Dewsbury -	Against infringement and refusal to sign rule as to working hours and the prohibition of systematic overtime.	3	10	—	—	10
182	Do. -	Spen Valley -	Alleged non-compliance with rules and usages of the trade.	1	—	—	—	—
183	Do. -	Bradford - -	Against the employment of a non-union mason.	1	9	—	—	9
184	Do. -	New Brighton -	Against the infringement of working rules by employing men 10 hours per day instead of 9.	1	4	—	—	4
185	Do. -	Weston-super-Mare.	To compel employer to sign a code of working rules.	3	9	—	—	9
186	Do. -	Halifax - -	Alleged infringement of the rule with regard to meal hours.	1	10	—	—	10
187	Do. -	Leicester - -	Refusal of employer's brother and member of the firm to join the union.	1	2	—	—	2
188	Stonecutters -	Dublin - -	Refusal of contractor to supply artificial light to enable the men to work full time during winter months.	1	25	—	—	25
189	Stonemasons -	Bradford -	Objection to introduction of ready-dressed stone.	1	2	—	—	2
190	Do. -	Gloucester -	To compel a union man to pay up his arrears of contribution.	1	4	—	—	4
191	Do. -	Whitby - -	Against employment of an alleged objectionable man, and refusal to observe rules of trade union.	1	3	—	—	3
	BUILDERS (GENERALLY).							
192	Builders' labourers.	Limerick - -	For advance in wages from 14*s.* to 16*s.* per week.	1	16	—	—	16
193	Painters and plumbers.	Middleton, Lancs.	For advance in wages of $\frac{1}{2}d.$ per hour (painters, $7\frac{1}{2}d.$ to $8d.$; plumbers, $8d.$ to $8\frac{1}{2}d.$).	9	30	—	—	30
194	Carpenters, joiners, bricklayers, painters, and labourers.	Sevenoaks -	For advance in wages of $\frac{1}{2}d.$ per hour, and alteration of working rules.	9	250	—	—	250
195	Builders' labourers.	Loughborough -	For advance in wages from $5d.$ to $6d.$ per hour.	6	79	—	—	79
196	Do. -	Nottingham -	For payment of the standard rate of wages; also refusal to work with non-unionists.	1	12	—	—	12
197	Do. -	Falkirk and Grangemouth.	For advance in wages from $5\frac{1}{2}d.$ to $6d.$ per hour.	20	100	—	—	100
198	Do. -	Halifax - -	For advance in wages from $5\frac{1}{2}d.$ to $6d.$ per hour.	1	10	—	—	10
199	Do. -	London, S.W. -	Against the employment of a non-unionist.	1	3	—	—	3
200	Do. (milldam cleaning).	Bramley, Leeds	For advance in wages from $5\frac{1}{2}d.$ to $6d.$ per hour.	1	25	—	—	25
201	Plasterers and slaters.	Chester -	For advance in wages of $\frac{1}{2}d.$ per hour, and a code of working rules.	2	20	—	—	20
202	Building trade employés (generally).	London, E.C. -	Against employment of non-union men.	1	150	—	—	150
203	Builders' labourers.	Hull -	Refusal to work with non-unionists.	1	2	—	—	2

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
10	—	—	10	20	—	1895. 1 Oct.	1895. 2 Oct.	Two employers signed the rule, the shop of the third was blocked.	Partially successful.	Negotiation	181
—	—	—	—	—	—	1 day in Oct.		Men's conditions complied with, and work resumed.	Successful	Do.	182
4	—	1	5	14	—	2 days in Oct.		Man objected to dismissed	Do.	Do.	183
—	—	—	—	4	—	14 Oct.	—	Men's places taken by non-unionists.	Unsuccessful	Hands replaced	184
—	—	—	—	9	1	21 Oct.	12 Nov.	Men obtained employment elsewhere and employers signed the rules.	Successful	Negotiation	185
—	—	—	—	10	—	22 Oct.	25 Oct.	Employer agreed to conform to rules as to meal hours.	Do.	Do.	186
1	—	—	1	3	1	2½ days in Oct.		Men obtained work elsewhere, and job closed to union men.	Unsuccessful	Hands replaced	187
—	—	—	—	25	—	1 Nov.	19 Dec.	Contractor agreed to supply artificial light.	Successful	Negotiation	188
—	—	—	—	2	—	14 Dec.	1896. 25 Jan.	Job finished before dispute settled. (*See* p. 267.)	Unsuccessful	Hands replaced	189
—	—	—	—	4	—	18 Dec.	21 Jan.	Man agreed to pay up his arrears.	Successful	Negotiation	190
3	—	—	3	6	—	26 Dec.	—	Shop blocked to union men.	Unsuccessful	Hands replaced	191
34	—	—	34	50	—	8 Mar.	1895. —	Work carried on by non-union men.	Do.	Do.	192
—	—	4	4	34	—	1 April	9 April	Advance conceded -	Successful	Negotiation	193
—	—	—	—	250	7	6 April	3 July	Advance conceded and rules signed, to take effect the first week in September.	Do.	Do.	194
—	—	—	—	79	25	22 April	7 May	Work resumed at old rates.	Unsuccessful	Submission	195
—	—	—	—	12	—	22 April	22 April	Standard rates of wages paid, and non-unionists discharged.	Successful	Negotiation	196
—	—	—	—	100	—	29 April	13 May	Advance conceded -	Do.	Do.	197
—	—	—	—	10	—	2 May	6 May	Do. (*See* p. 267.)	Do.	Do.	198
—	—	—	—	3	—	20 May	20 May	Non-unionist dismissed -	Do.	Do.	199
—	—	—	—	25	—	7 June	7 June	Work so near completion that men could be dispensed with. Any requirements were supplied by outside men.	Unsuccessful	Hands replaced	200
—	—	—	—	20	—	15 June	—	Places filled by non-union men.	Do.	Do.	201
—	—	—	—	150	—	June	—	Places filled by other men	Do.	Do.	202
3	—	—	3	5	—	12 July	20 July	Non-unionists joined the union, and the expenses incurred (10*s.*) were paid by the employer.	Successful	Negotiation	203

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	BUILDERS (GENERALLY)—*cont.*							
204	Builders (generally).	London, S.E. -	Alleged failure of employer to observe terms of London Building Trades Agreement of 1892.	1	60	—	—	60
205	Carpenters, stonemasons, plasterers, bricklayers, and labourers.	Plymouth -	Refusal of employer to allow walking time.	1	32	—	—	32
	BUTCHERS.							
206	Pork butchers -	Cork - -	Against proposed change in working hours.	1	112	18	20	150
	CABINET MAKING AND FURNITURE TRADES.							
207	Upholsterers -	London, E.C. -	Alleged excessive employment of boy labour.	1	5	—	—	5
208	Cabinet makers	Liverpool -	Against proposed alteration in the piece rates of wages to the extent of 10 per cent.	1	10	—	—	10
209	Upholsterers -	Do. -	Dispute on question of number of apprentices, the operatives desiring to apply the "first class shop" rules to this shop which is stated to be of the "second class."	1	5	—	—	5
210	Chairmakers, polishers, and upholsterers.	Keighley -	Against reduction in wages -	1	20	—	—	20
211	Chairmakers -	Birmingham -	Refusal (being piece workers) to move material and tools to new workshop without extra payment.	1	9	—	—	9
212	Cabinet makers	Bradford, Yorks.	Against proposed alteration from day to piece-work, alleged to cause reduction in earnings.	1	5	—	—	5
213	Polishers -	Keighley -	Against proposed reduction in prices for polishing.	1	2	—	—	2
214	Upholsterers -	Liverpool -	For reduction in hours of labour from 54 to 51 per week, payment for overtime, 1*s.* for dinner time, and restriction of number of apprentices.	1	133	—	—	133
215	Cabinet makers, upholsterers, &c.	Glasgow -	For overtime payment at the rate of time and half and other allowances.	160	1,500	—	—	1,500
216	Cabinet makers	Leeds - -	For advance in wages to a rate recently granted to joiners in the same employ.	1	2	—	—	2
217	Camera makers	Do. - -	For reinstatement of a man discharged for breach of a regulation of the establishment, and for withdrawal of notice formulating the regulation.	1	15	—	6	21
218	French polishers	London, W. -	Alleged refusal of employer to pay reasonable expenses to country and London jobs at a distance from works.	1	14	—	—	14

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	60	—	1895. 13 Sept.	1895. —	No definite settlement effected.	—	—	204
5	—	—	5	37	—	10 Oct.	1896. — May	Employer agreed to allow the usual walking time.	Successful	Negotiation	205
—	—	—	—	150	30	28 Oct.	1895. 28 Oct.	Proposed change in hours abandoned.	Do.	Do.	206
—	—	—	—	5	—	7 Jan.	9 Mar.	Number of boys reduced to the union scale.	Do.	Do.	207
19	—	—	19	29	—	8 Jan.	19 Jan.	Reduction in the piece rates of 7½ per cent. accepted.	Partially successful.	Do.	208
—	—	—	—	5	—	23 Jan.	9 Mar.	Agreement between the two societies that the shop should be considered "second class," and should be governed by the rules of the union of that class with regard to apprentices. Vacancies filled by non-union men.	Unsuccessful	Negotiation and hands replaced.	209
—	—	—	—	20	—	22 Feb. (Lasted 14 weeks)	—	Reduction of 7½ per cent. eventually enforced upon piece workers, and day workers had to perform an increased amount of work. Some men's places were filled up.	Do.	Submission and hands replaced.	210
—	—	—	—	9	—	25 Feb.	4 Mar.	Employer agreed to men's terms.	Successful	Negotiation	211
—	—	—	—	5	—	— Mar.	— Apr.	Settled in favour of the men.	Do.	Do.	212
—	—	—	—	2	—	27 Mar.	—	Places filled by other men	Unsuccessful	Hands replaced	213
—	—	—	—	133	—	4 May	22 May	All demands granted except payment for dinner hour, which is only given when men are not informed the previous night.	Partially successful.	Conciliation	214
—	—	—	—	1,500	—	8 May	27 May / 1 June	Demands granted. One establishment employing 106 men did not settle till 1st June. (For full terms *see* p.267.)	Successful	Negotiation	215
—	—	—	—	2	—	14 May	8 June	One man obtained the desired rate, the other obtained work elsewhere.	Partially successful.	Negotiation and hands replaced.	216
—	—	—	—	21	—	12 June	14 June	Some men resumed work on employer's terms, others were replaced.	Unsuccessful	Submission and hands re-replaced	217
—	—	—	—	14	3	17 June	— July	Employer paid travelling money and allowances according to the union scale, but declined to discharge the men who would not go out on strike.	Partially successful.	Negotiation and hands replaced.	218

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	CABINET AND FURNITURE TRADES—*cont.*							
219	Cabinet makers	Birmingham	Against system of "lump" work	1	7	—	—	7
220	Wood carvers	Belfast	For abolition of system of working, contrary to the customs of the trade in Belfast.	1	—	—	—	—
221	Upholsterers	Liverpool	Alleged to be a lock-out by employer rather than pay a recently granted general advance in wages.	1	25	—	—	25
222	Pianoforte polishers.	London, N.W.	Objection to foreman being made responsible for the efficiency of certain men paid at less than union rates.	1	3	—	—	3
223	Cabinet makers	Batley	Against requirement to destroy their own shavings and refuse.	1	4	—	—	4
224	Do.	London, E.C.	Objection to employment of non-union men.	1	—	—	—	—
225	Do.	Belfast	Alleged refusal to pay according to the standard rate of wages, 34*s.* per week.	1	2	—	—	2
226	Cabinet makers and polishers.	Leeds	To enforce union conditions of working, viz., no "lump" work nor pace-making.	1	15	—	—	15
227	French polishers	London, W.	Dispute as to payment of double rate for overtime after 59½ hours per week.	1	—	—	—	—
228	Do.	London, E.C.	For institution of a time list when engaged upon sub-contract jobs. (*See* p. 267.)	1	51	—	—	51
229	Cabinet makers	Cork	For payment of wages at stopping time, which was desired to be at 2 o'clock on Saturdays, instead of the hour at which other workers were paid.	1	6	—	—	6
	CEMENT WORKING.							
230	Cement workers	Cliffe, Kent	For return of reductions made upon rates of wages in years of bad trade.	1	550 men and boys			550
	CHEMICALS AND EXPLOSIVES WORKERS.							
231	Alkali and chemical workers.	Oldbury	Against proposed reduction in wages of 10 per cent.	1	200	—	—	200
232	Workers in explosives factory.	Arklow	For increased wages on account of dangerous character of work.	1	200	—	—	200
	CIGAR, TOBACCO, AND PIPE TRADES.							
233	Cigar makers (females).	Nottingham	Against proposed reduction in prices of 3*d.* per 100.	1	—	20	—	20
234	Clay tobacco pipe makers.	Glasgow	Men in one establishment demanded an increase of ¼*d.* per gross, and were in consequence locked-out. A general demand was then made for an advance in wages of 1*d.* per gross—about 12½ per cent.	11	57 persons 135 persons			192
235	Do.	Aberdeen	For advance in wages of 1*d.* per gross.	1	30 persons			30

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work; but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	7	—	1895. 1 July	1895. —	Men obtained employment elsewhere, and shop closed to union men.	Unsuccessful	Hands replaced	219
—	—	—	—	—	—	– July	– Oct.	Satisfactory working agreement signed by the employer and "block" removed from the shop.	Successful	Negotiation	220
—	—	—		25		2 Aug.	Nov.	Case abandoned by union, the shop being declared a non-union one.	Unsuccessful	Hands replaced	221
—	—	—	—	3	—	4 Sept.	8 Oct.	Settled in favour of the men.	Successful	Negotiation	222
—	—	—	—	4	—	9 Sept.	—	Men found work elsewhere	Unsuccessful	Hands replaced	223
—	—	—	—	—	—	24 Sept.	—	No details of settlement.	—	—	224
—	—	—	—	2	—	4 Nov.	8 Nov.	Employer agreed to pay standard wages, an increase of 1*s.* to one man and 2*s.* to another.	Successful	Negotiation	225
—	—	—	—	15	60	16 Nov.	—	Shop blocked to union men	Unsuccessful	Hands replaced	226
—	—	—	—	—	—	8 days in Nov.		Question satisfactorily settled, but men not reinstated.	Partially successful.	Negotiation and hands replaced.	227
—	—	—	—	51	—	5 Dec.	7 Dec.	Employer agreed to observe union time list in its entirety.	Successful	Mediation and conciliation by chief contractor.	228
—	—	—	—	6	—	16 Dec.	1896. 8 Feb.	Work to cease at 2 p.m. on Saturdays, and wages to be paid at that hour.	Do.	Negotiation	229
—	—	—	—	550	19	24 June	1895. 27 June	7½ per cent. returned on piecework and 2½ per cent. on time rates.	Successful	Do.	230
—	—	—	—	200	—	7 Jan.	10 Jan.	Work resumed at the reduction, pending arbitration, the subsequent award confirming the reduction.	Unsuccessful	Arbitration (*See* Appendix II. p. 238.)	231
—	—	—	—	200	—	4 Oct.	11 Oct.	Work resumed on previous conditions, and without any advance in wages.	Do.	Submission	232
—	—	—	—	20	—	16 Mar.	26 Mar.	A different make of cigar substituted for that in dispute.	Partially successful.	Withdrawal of cause.	233
—	—	—	—	192	—	17 April 1 May	30 July	Advance in wages of 6 per cent. granted.	Do.	Negotiation	234
—		—		30	—	3 May	17 May	Advance granted. (*See* p. 268.)	Successful	Do.	235

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	CIGAR, TOBACCO, AND PIPE TRADES—*cont.*							
236	Tobacco strippers	London, E. -	Refusal to work on Whit Monday. (*See* statements by employer and trade union, p. 268.)	1	3	—	—	3
237	Tobacco pipe makers.	Dundee - -	For advance in wages of 2*d.* per gross.	5	4	4	—	8
238	Cigar makers (females).	London, E. -	Alleged payment of low wages to their non-union employés, and employment of excessive number of apprentices. Strike in one firm and lock-out in the other.	2	—	23	—	23
239	Cigarette makers	Glasgow - -	Jewish operatives came out for reinstatement of two men dismissed for alleged misconduct. (*See* p. 268.)	1	60	20	—	80
	CLOTHING TRADES.							
	BOOT AND SHOE MANUFACTURE.							
240	Finishers - -	Rothwell, Northants.	Alleged refusal to pay according to statement prices for "sloshed" soles.	1	26	—	—	26
241	Clickers, rough stuff cutters, &c., lasters and finishers.	London, E. -	Against refusal of employer to carry out provisions of London agreement as to "indoor" working, minimum wages to clickers, &c.	1	214	100	—	314
242	Riveters and finishers.	Irthlingborough	Against a charge for gas, and to enforce the "indoor" labour provisions.	1	33	—	—	33
243	Lasters and finishers.	Leicester - -	Alleged objectionable conduct of a foreman.	1	36	—	—	36
244	Do. -	Do.	For abolition of system of sending work to be partially made in country districts.	1	100	—	—	100
245	Do. -	Northampton -	To enforce the "indoor" working principle.	1	45	—	—	45
246	Finishers -	Do. -	Against employment of apprentices in excess of the proportion arranged under Sir H. James' award.	1	20	—	—	20
247	Boot and shoe operatives.	Armley, Leeds -	Refusal of employer to pay according to Leeds "statement" of prices, and to conduct negotiations with union officials.	1	40	—	—	40

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	3	—	31 May	31 May	Two of the strippers agreed to work on the day, the other was replaced by a non-unionist.	Unsuccessful	Submission and hands replaced.	236
—	—	—	—	8	—	28 Sept.	14 Nov.	Advance granted - -	Successful	Negotiation	237
—	—	—	—	23	—	3 weeks in Oct. and Nov.		Shops closed to unionists, and women obtained employment elsewhere.	Unsuccessful	Hands replaced	238
—	—	—	—	80	—	20 Dec.	23 Dec.	Men reinstated upon making suitable apologies.	Successful	Negotiation	239
14	—	—	14	40	—	10 Jan.	11 Jan.	Employer agreed to pay according to the statement.	Do.	Do.	240
—	—	—	—	314	—	18 Jan.	4 Feb.	Dispute was referred to conciliation of Chief Rabbi, but firm declined to give effect to agreement arrived at, (*see* p. 268), and is stated to have filled up the places of some men. Others resumed work contrary to orders of union executive.	Unsuccessful	Conciliation, submission, and hands replaced.	241
17	—	—	17	50	6	22 Jan.	2 Feb.	Employer agreed to employ indoor labour, and to abolish the charge for gas.	Successful	Negotiation	242
54 persons			54	90	—	11 Feb.	12 Feb.	Foreman left the firm's employment.	Do.	Do.	243
150 persons			150	250	—	15 Feb.	24 April	Became merged into the general dispute (No. 248), and was settled upon the same terms.	Unsuccessful	Mediation and conciliation.	244
—	—	—	—	45	—	18 Feb.	5 Mar.	Employer agreed to find workshop accommodation for all his workpeople.	Successful	Negotiation	245
—	—	—	—	20	—	19 Feb.	19 Feb.	Number of apprentices reduced to the agreed proportion—1 to 3 men.	Do.	Do.	246
—	—	—	—	40	—	4 Mar.	9 Mar.	Employer agreed to pay to Leeds price list. Negotiations were carried out with the union officials.	Do.	Do.	247

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	BOOT AND SHOE MANUFACTURE —*cont.*							
248	Boot and shoe operatives.	Birmingham, Bristol, Colchester, Daventry, Desborough, Enderby, Higham and Rushden, Harpole, Ipswich, Kettering, Kingswood, Leicester, Leeds, London, Newcastle-on-Tyne, Northampton, South Wigston, Wollaston, &c.	For abolition of system of sending goods to be partially finished in country districts, for a piece-work statement of prices in connection with machinery, and for an improved minimum rate of wages to clickers and pressmen. In view of a threatened strike in nine firms at Northampton and Leicester upon the first and third of these demands, the Federated Employers decided upon a general lock-out. (*See* Report, p. 17.)	500	21,000 persons (Leicester District); 8,000 persons (Northampton and District); 3,000 persons (Kettering and District); 3,000 persons (remaining districts of Leicester and Northampton); 4,000 persons (London); 3,000 persons (Bristol and Kingswood); 2,500 persons (Leeds District); 650 persons (Birmingham); 850 persons (Newcastle, Colchester, &c.).			46,000
249	Do.	Armley, Leeds	Against discharge of a fellow unionist workman.	1	70	—	—	70
250	Do.	Bristol	Refusal of employer to reinstate three men at termination of general dispute.	1	100	—	—	100
251	Riveters and finishers.	Stone, Staffordshire.	Objection to two riveters working on lasting machines, and for payment to other workpeople of the minimum rate for such machine.	1	120	—	—	120
252	Boot and shoe operatives.	Belfast	Objection to alleged extra work without increased pay, and to apprentices in excess of the regulation number. (Strike in one firm, and lock-out in three others.)	4	70	—	30	100
253	Do.	Leicester	Objection to a proposed new price list involving a reduction of 12½ per cent., and for reinstatement of five men discharged for refusal to accept the same.	1	280	—	—	280
254	Finishers	Hinckley	Alleged tyrannical conduct of a foreman.	1	40 persons			40
255	Boot and shoe makers.	Leicester	Refusal of employer to pay 3*d.* per dozen extra according to price list.	1	—	—	—	—
256	Cloggers	Farnworth	For advance in wages	—	30	—	—	30
257	Do.	Rochdale	For advance in wages of 10 per cent. on piece rates and day wages.	20	50	—	—	50
258	Boot and shoe makers.	Leicester	Against proposed extra work to certain goods without payment, an extra payment of 3*d.* per pair being provided for in the price list.	1	13	—	—	13

Persons affected.						Date of Commencement.	Date of Termination.	Result.			Ref. No.
Indirectly.											
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.	Mode of Settlement.	
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
The persons indirectly affected are included in the figures in the "directly affected" column.				46,000	—	1895. 11 Mar.	1895. 20 Apr.	Settlement effected at a conference held at the Board of Trade under the presidency of Sir Courtenay Boyle. (For full terms, *see* Report, p. 23.)	Partially successful.	Mediation and conciliation.	248
—	—	—	—	70	—	8 Apr.	4 May	Man in question obtained work elsewhere, but employer agreed to a special list of prices for his goods which differed from the general class of Leeds manufacture.	Do.	Negotiation	249
—	—	—	—	100	—	25 Apr.	27 Apr.	Employer agreed to reinstate the men in question.	Successful	Do.	250
75 persons			75	195	—	13 May	18 May	The two riveters withdrawn, and the minimum rate paid to others.	Do.	Do.	251
—	60	—	60	160	—	14 June	24 Aug.	Employers agreed to limit apprentices to ratio of 1 to 3 men, to grant an extra ¼*d.* per pair for waist welts, and to pay the minimum wages of district (26*s.*) to all over 20 years of age.	Do.	Do.	252
—	—	—		280	—	29 June	19 July	Proposed price list withdrawn, and discharged men reinstated.	Do.	Do.	253
—	—	—	—	40	—	1 July	19 Aug.	Employer agreed to withdraw veto against employment of union men, and to conform to union rules, and workpeople agreed to work with the foreman.	Partially successful.	Do.	254
—	—	—	—	—	—	25 July	15 Aug.	Work in question withdrawn.	Successful	Withdrawal of cause.	255
—	—	—	—	30	—	26 Aug.	10 Oct.	Advance granted of about 10 per cent. on seat work, and 8 per cent. on sole making.	Do.	Negotiation	256
—	—	—	—	50	—	23 Sept.	10 Oct.	Advance granted of about 6 per cent. to seat-workers, and 3 per cent. to sole-makers.	Partially successful.	Do.	257
—	—	—	—	13	—	Lasted 3 weeks.		Employer agreed to have the goods finished without the proposed extra work.	Successful	Do.	258

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	BOOT AND SHOE MANUFACTURE —*cont.*							
259	Boot and shoe operatives.	Nr. Stone, Staffordshire.	Against endeavour to get a certain class of boot made at the price of house boots, equal to a reduction of 4*s.* 6*d.* per dozen pairs.	1	20	—	—	20
260	Riveters and finishers.	Norwich -	Against introduction of the "team" system upon a machine not of the class upon which the system was allowed.	1	400	—	—	400
261	Lasters - -	Manchester -	Refusal to take out certain goods offered at less prices than paid in other towns.	1	37	—	—	37
262	Boot and shoe operatives.	Norwich -	Alleged failure to carry out arrangement in a previous dispute (No. 260) to discontinue "team system," pending award of arbitrator.	1	300	—	—	300
263	Do. -	London, E.C. -	Alleged refusal of employer to pay to price list and conditions of the general settlement of May 1895.	1	28	—	—	28
264	Finishers -	Croydon -	For advance in wages of 1*d.* per pair for finishing.	1	56	—	—	56
265	Slipper makers -	Waterfoot, Lancashire.	Failure to agree upon price for working lasting machine.	1	26	—	—	26
266	Boot and shoe operatives.	Shieldhall, Glasgow.	Discharge of a man for alleged inferior workmanship and alleged tyranny of foreman.	1	175	—	—	175
	HAT AND CAP MANUFACTURE.							
267	Hat hardeners -	Delph, Yorks -	For time wages upon a new class of work introduced.	1	—	23	—	23
268	Capmakers -	London, E. -	Against proposed new rule framed by employers.	20	140	40	—	180
	HOSIERY AND UNDERCLOTHING MANUFACTURE.							
269	Cardigan jacket makers.	Leicester - -	Against proposed reduction on piece-work prices or substitution of day working.	1	12	1	—	13
270	Glove hosiery workers.	Sheepshed, Leicester.	Against proposed reduction in wages of 1*d.* per dozen, or 4 to 5 per cent.	1	100 persons			100
271	Countermen and menders.	Hinckley - -	For an improved and uniform rate of wages to countermen and menders; this the associated employers refused and closed factories to other operatives.	21	80	150 (strike) 2,500 persons (lock-out)	—	230 2,500

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	20	—	1895. 25 Sept.	1895. 3 Oct.	Original price list to be adhered to.	Successful	Negotiation.	259
—	—	—	—	400	—	26 Oct.	28 Oct.	Referred to the Arbitration Board, which being unable to agree appointed an umpire, the "team" system to be meanwhile discontinued, and the operatives to resume work. The award, dated 2nd December, was given in favour of the workpeople (*See* Appendix II. p. 235.)	Do.	Arbitration	260
—	—	—	—	37	—	1 Nov.	30 Dec.	The goods in question accepted at a price about 10 per cent. higher than that previously offered.	Do.	Negotiation	261
—	—	—	—	300	—	4 Nov.	8 Nov.	Employer agreed to carry out arrangement made.	Do.	Do.	262
—	—	—	—	28	—	14 Nov.	1896. 1 Feb.	Shop "blocked" to union men.	Unsuccessful	Hands replaced	263
—	—	—	—	56	—	20 Nov.	1895. 10 Dec.	Required price to be paid —7*d.* per pair.	Successful	Negotiation	264
—	—	—	—	26	—	5 Dec.	1896. 5 Feb.	Men obtained work elsewhere, and firm "blocked" to union men.	Unsuccessful	Hands replaced	265
192 persons			192	367	—	13 Dec.	1895. 26 Dec.	Conference between the parties, and men to be allowed to form a committee to consider cases of inferior work. (*See* p. 268.)	Partially successful.	Conciliation	266
—	—	—	—	23	—	4 June	11 June	Work resumed as before, but on condition that employers do not take any further orders for the work in question.	Partially successful.	Negotiation	267
—	—	—	—	180	—	8 July	9 July	New rule not enforced -	Successful	Do.	268
—	—	—	—	13	—	25 Feb.	25 Mar.	Agreement to pay according to the recognised statement of piecework prices.	Successful	Do.	269
Included in directly affected.				100	—	20 Mar.	3 April	Reduction accepted -	Unsuccessful	Submission	270
—	—	—	—	2,730	—	20 May	30 May	Uniform list adopted, resulting in advance of 5*s.* per week to males and 4*s.* to females.	Successful	Conciliation	271

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	HOSIERY AND UNDERCLOTHING MANUFACTURE—*cont.*							
272	Hosiery operatives (all branches).	Leicester	Against proposed new price list involving reductions in many cases. (*See* Report, p. 29.)	—	3,000 persons } 1,000 persons } (shirt and pant hands)			4,000
273	Linkers (females)	Do.	Objection to proposed alteration in method of working, some work being transferred to men.	1	—	49	—	49
274	Web hands (circular hosiery trade).	Nottingham	Against proposed reduction in wages of 25 per cent.	1	10	—	—	10
275	Stocking knitters	Slaithwaite	For advance in wages	1	—	5	—	5
	TAILORING.							
276	Tailors	Nottingham	Refusal to alter a garment without payment for so doing. Also alleged refusal of employer to pay according to "log" statement of prices.	1	4	—	—	4
277	Do.	Glasgow	Against proposed reduction in wages of 10 to 30 per cent.	1	11	—	—	11
278	Do.	Ashton-under-Lyne.	Against employer sending work off the premises to be done by "middlemen."	1	3	—	—	3
279	Ladies' tailors and mantle makers.	London, E.	In consequence of agitation for abolition of "middlemen" system, employers took combined action, and locked out members of the men's union.	12	80	—	—	80
280	Tailors	Batley	Against employment of an alleged objectionable non-union man. (*See* note, p. 269.)	1	8	—	—	8
281	Do.	Glasgow	For the "time log" at 5*d.* per hour, which had been generally granted in Glasgow in May.	2	18	—	—	18
282	Do.	Peebles	For advance in wages of ½*d.* per hour on time statement (4*d.* to 4½*d.*). (*See* p. 269.)	5	35	—	—	35
283	Do.	Blaydon-on-Tyne	To compel employer to dismiss two men who refused to join a newly formed branch of Tailors' Union.	1	9	—	—	9
284	Female operatives (clothing factory).	Limerick	Against suspension of a garment examiner for passing defective work.	1	—	550	—	550
285	Tailors	Leeds	Alleged breach of agreement by employer in sending work out to be made.	1	15	1	—	16
286	Tailors' pressers	Bristol	Objection to removal from day work to another class of labour at piece-work prices.	1	9	—	—	9
287	Tailors	Belfast	Refusal to work to a new list on day wages with introduction of two women sewers to each man. Also refusal to abandon union.	1	19	—	—	19

Persons affected.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.	Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly. Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.								Character of Settlement.	Success or otherwise of Workpeople.		
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	4,000	—	1895. 8 July	1895. 29 July 14 Aug.	Price list arranged on 29th July for 3,000 operatives, giving advances in a few cases, but reductions of 4 to 7 per cent. in the majority of cases. The "shirt and pant" operatives did not resume till 14th August, reductions of 10 to 12½ per cent. being accepted in their case.	Partially successful.	Negotiation	272
100 persons			100	149	—	24 Sept.	27 Sept.	Employers' terms with regard to working accepted.	Unsuccessful	Submission	273
—	—	—	—	10	—	7 Oct.	15 Oct.	Reduction of 12½ per cent. accepted.	Partially successful.	Negotiation	274
—	—	—	—	5	—	26 Oct.	—	Places filled up by other operatives.	Unsuccessful	Hands replaced	275
—	—	—	—	4	—	12 Jan.	— Mar.	Men refused to work in the shop, and employer got his work done outside.	Indefinite	Do.	276
—	—	—	—	11	—	14 Feb.	14 Feb	Places filled by non-union men.	Unsuccessful	Do.	277
—	—	—	—	3	—	4 Mar.	—	Shop blocked to union men.	Do.	Do.	278
—	—	—	—	80	—	23 Mar. (Lasted 4 weeks)	— April	Some employers continued to employ non-union men, others took back their unionists. (*See* note, p. 269.)	Indefinite	Indefinite	279
—	—	—	—	8	—	25 Mar.	25 Mar.	Man in question dismissed by employer.	Successful	Negotiation	280
—	—	—	—	18	—	13 May	4 June	Demand conceded	Do.	Do.	281
—	—	—	—	35	—	20 May	28 May	Advance granted	Do.	Do.	282
—	—	—	—	9	—	28 May	11 June	Two men re-started on 11 June, the others being promised re-instatement as work could be found for them. Object of strike failed.	Unsuccessful	Submission and hands replaced.	283
—	—	—	—	550	55	22 July	24 July	Work resumed unconditionally.	Unsuccessful	Submission	284
—	—	—	—	16	—	28 Aug.	Nov.	Employer to be allowed one out-worker in case of emergency, but to give week's notice of same.	Partially successful.	Negotiation	285
—	—	—	—	9	—	19 Sept.	23 Sept.	Satisfactory piece-work terms agreed upon, and work resumed.	Do.	Do.	286
—	—	—	—	19	—	23 Sept.	26 Oct.	Employer reverted to union system of working, and dismissed the non-union men engaged.	Successful	Do.	287

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	TAILORING—*cont.*							
288	Tailors	Oldham	Alleged refusal to pay according to "log" prices, and discharging certain men.	1	6	—	—	6
289	Tailoresses (finishers).	Leeds	Against proposed reduction in wages of 7 per cent.	1	—	50	—	50
290	Cloth shrinkers	Bristol	Against proposed reduction in wages.	1	2	—	—	2
291	Coat pressers	Do.	To obtain payment for damping coats.	1	5	—	—	5
292	Machinists (females).	Holbeck, Leeds	Inability to agree upon satisfactory price for making miners' knickerbockers.	1	—	22	—	22
	COACH-BUILDING.							
293	Coach makers	Middleham	For resumption of full time after working short time for several months.	1	3	—	2	5
294	Do.	Dublin	Against discharge of a smith and replacement by his helper.	1	20	—	—	20
	COOPERS.							
295	Coopers	Leeds	For advance in prices for machine-made casks.	1	5	—	—	5
296	Do. (in alkali works).	St. Helens	Against employment of boys upon cask making by machinery.	1	5	—	—	5
297	Do.	London, S.E.	Dissatisfaction with prices for certain casks for Government work.	1	15	—	—	15
298	Do.	Cork	Alleged refusal of employer to adopt the standard gauge of the union for brewery casks.	1	18	—	—	18
	FEMALE EMPLOYMENT.							
299	Laundresses	Govan	Against imposition of fines for coming late to work.	1	—	50	—	50
300	Waitresses	London, W. and W.C.	Against proposed reduction in amount of commission paid in lieu of wages.	1	—	21	—	21
	GLASS TRADES.							
301	Glass bottle makers.	Dublin	Against proposed reduction in wages of 16 per cent. on making pint bottles.	1	57	1	30	88
302	Do.	London, E.	Against requirement to produce a larger number of bottles for the same rate of wages.	1	12	—	6	18
303	Plate-glass bevellers.	Leeds	Against dismissal of two men who had demanded for their colleagues the union rate of wages, and had refused to work at less than that rate.	1	7	—	—	7
304	Glass bottle makers.	Wakefield	Against notice disallowing payment for all bad bottles over four dozen per day.	1	200 men and boys			200
305	Glass bevellers	Bristol	Stated to have been refused employment in consequence of having joined a trade union.	1	3	—	—	3
306	Plate-glass bevellers.	London, E.C.	Against proposal of employer to employ a journeyman at time rates, piece-work being the rule in the shop.	1	42	—	—	42

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	6	—	1895. 27 Sept.	1895. 16 Oct.	Employer agreed to pay "log" prices, and to reinstate two men.	Partially successful.	Negotiation	288
—	—	—	—	50	—	27 Sept.	27 Sept.	Proposed reduction withdrawn.	Successful	Do.	289
—	—	—	—	2	—	30 Sept.	—	Work resumed with the firm, but the "shrinking" is now done by juvenile labour.	Unsuccessful	Withdrawal of cause.	290
—	—	—	—	5	—	23 Oct.	—	Replaced by female pressers.	Unsuccessful	Hands replaced	291
—	—	—	—	22	—	28 Oct.	11 Nov.	During the dispute a test had been made of the earnings upon the work in question, and the average wage thus obtained was offered to and accepted by those who struck.	Partially successful.	Negotiation	292
—	—	—	—	5	—	— Mar.	—	No details of settlement -	—	—	293
—	—	—	—	20	—	7 Oct.	—	Shop closed to union men, who obtained work elsewhere.	Unsuccessful	Men found work elsewhere.	294
—	—	—	—	5	—	23 Mar.	—	Men found work elsewhere	Do.	Do.	295
—	—	—	—	5	—	— July	—	Men immediately replaced by others.	Do.	Hands replaced	296
—	—	—	—	15	—	14 Oct.	—	Employer's prices acknowledged to be satisfactory and work resumed by those men who could be taken on.	Do.	Submission	297
—	—	—	—	18	—	1 Nov. (Taken as three months.)	1896. — Feb.	Twelve men resumed work on the employer's terms, the rest found work elsewhere.	Do.	Submission and hands replaced.	298
—	—	—	—	50	—	10 May	11 May	Fines refunded to the workers.	Successful	Negotiation	299
—	—	—	—	21	—	23 Oct.	—	A new system adopted, fixed wages being paid.	Partially successful.	Do.	300
—	—	—	—	88	—	12 Jan.	—	Works closed down, and men obtained employment elsewhere.	Unsuccessful	Closing of works.	301
—	—	—	—	18	—	8 April	—	Places gradually filled up by non-unionists upon the employer's terms.	Do.	Hands replaced	302
—	—	—	—	7	—	10 July	—	Places gradually filled up by learners.	Do.	Do.	303
—	—	—	—	200	—	19 Aug.	1895. 21 Aug.	Notice withdrawn -	Successful	Negotiation	304
—	—	—	—	3	—	2 Sept.	—	Men obtained work elsewhere in Bristol, and were replaced by non-unionists.	Unsuccessful	Hands replaced	305
—	—	—	—	42	—	1 Oct.	1896. 16 May	Employer filled places with other men.	Do.	Do.	306

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	LABOUR (AGRICULTURAL AND GENERAL).							
307	Agricultural labourers.	Norfolk (exact locality not stated).	For advance in wages of 1*s.* per week.	1	9	—	—	9
308	Do.	Do.	Do. do.	1	8	—	—	8
309	Do.	Do.	Do. do.	1	13	—	—	13
310	Do.	Near North Walsham, Norfolk.	For advance in wages of 1*s.* per week in consequence of seasonal increase in hours.	8	50	—	—	50
311	Do.	Norfolk (exact locality not stated).	For advance in wages of 1*s.* per week.	1	7	—	—	7
312	Do.	Do.	Do do.	1	2	—	—	2
313	Do.	Do.	Do. do.	1	11	—	—	11
314	Do.	Do.	Do. do.	1	13	—	—	13
315	Do.	Do.	Do. do.	1	10	—	—	10
316	Do.	Do.	Do. do.	1	4	—	—	4
317	Do.	Do.	Refusal of employer to supply beer.	1	6	—	—	6
318	Do.	Chesterton, Cambs.	For an increased harvesting price in consequence of difficulty in cutting crops laid by wind and rain.	1	8	—	—	8
319	Do.	Near Halesworth	Dispute as to price per acre to be paid for harvest work.	1	4	—	—	4
320	Do.	Horsford, Norfolk.	Against proposed reduction in wages of 1*s.* per week.	2	7	—	—	7
	LEATHER AND INDIA-RUBBER TRADES.							
321	Rubber tyre makers.	Manchester	Against proposed reduction in piecework prices; the price paid to the men on engagement is stated to have been only temporary.	1	40	—	—	40
322	Skinners (beamsmen).	Greenock	For reduction in the required amount of work, 13 score hides per day.	1	16	—	—	16
323	Labourers (in skin-yard).	Oldham	For advance in wages	1	20	—	—	20
324	Curriers	Glasgow	For advance in wages of 2*s.* per week to a minimum of 30*s.* per week of 54 hours, and 5 per cent. advance on piece rates.	7	100	—	—	100
325	Do.	Johnstone, Renfrewshire.	For advance in wages of 2*s.* per week, and reduction in hours from 56 to 54.	1	9	—	—	9
326	Do.	Liversedge	Unsatisfactory price offered upon change of system from time to piece-working.	1	14	—	—	14
	METAL TRADES. IRON AND STEEL MANUFACTURE. *Blastfurnacemen.*							
327	Blastfurnacemen	Askam	Against proposed reduction in wages, and other matters.	1	100	—	—	100
328	Do.	Millom	Do. do.	1	200	—	—	200

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	9	—	1895. 23 Mar. (lasted 3 weeks)	1895. — April	Other men obtained by degrees.	Unsuccessful	Hands replaced	307
—	—	—	—	8	—	23 Mar.	—	Do.	Do.	Do.	308
—	—	—	—	13	—	26 Mar.	11 May	Do.	Do.	Do.	309
—	—	—	—	50	—	26 Mar.	—	Do.	Do.	Do.	310
—	—	—	—	7	—	30 Mar.	—	Do.	Do.	Do.	311
—	—	—	—	2	—	31 Mar.	—	Do.	Do.	Do.	312
—	—	—	—	11	—	1 April	—	Do.	Do.	Do.	313
—	—	—	—	13	—	1 April	—	Do.	Do.	Do.	314
—	—	—	—	10	—	1 April	—	Do.	Do.	Do.	315
—	—	—	—	4	—	1 April	—	Do.	Do.	Do.	316
—	—	—	—	6	—	17 June	—	Do.	Do.	Do.	317
—	—	—	—	8	—	20 July	20 July	Employer gave an advance of 1*s.* 6*d.* per man.	Successful	Negotiation	318
—	—	—	—	4	—	2 Aug.	5 Aug.	Employer's terms accepted	Unsuccessful	Submission	319
—	—	—	—	7	—	16 Sept.	—	The seven men obtained employment elsewhere, and the farmers in question obtained other men.	Do.	Hands replaced	320
—	—	—	—	40	—	7 Feb.	8 Feb.	Reduction of 15 per cent. accepted, but employer states that men earn as much as before, in consequence of increased production.	Unsuccessful	Submission	321
—	—	—	—	16	—	7 May	25 July	Seven men resumed work on old conditions, three were refused reinstatement, and the rest left the town.	Do.	Submission and hands replaced	322
—	—	—	—	20	30	24 July	26 July	Places filled up by other men at the same rate.	Do.	Hands replaced	323
—	—	—	—	100	—	17 Aug.	7 Sept.	A satisfactory piece price list arranged by a committee of employers and workpeople.	Successful	Conciliation	324
—	—	—	—	9	—	6 Sept.	—	Places filled by other men	Unsuccessful	Hands replaced	325
—	—	—	—	14	—	23 Nov.	—	Men obtained work elsewhere, and employer got others to fill their places.	Do.	Do.	326
3	—	—	3	103	—	2 Feb.	1 April	Reduction accepted, averaging 12½ per cent. all round.	Unsuccessful	Negotiation	327
—	—	—	—	200	—	9 Feb.	1 April	Do.	Do.	Do.	328

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute.			
					Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	IRON AND STEEL MANUFACTURE —cont.							
	Blastfurnacemen —cont.							
329	Blastfurnacemen and steel workers.	Barrow-in Furness.	Against proposed reduction in wages.	1	2,260 persons.			2,260
330	Bricklayers (repairing furnaces and steel works).	Jarrow-on-Tyne	For advance in wages for relining furnace, claimed to be "new work."	1	3	—	—	3
331	Do.	Do.	Against working for a contractor (*see* result of previous strike).	1	3	—	—	3
332	Do.	Do.	In sympathy with men in foregoing dispute and objection to non-unionists replacing them.	1	8	—	—	8
333	Fillers (blast furnaces).	Glengarnock	For advance in wages of 2*d.* per day.	1	—	—	—	—
334	Pig iron lifters	Shotts	For advance in wages in excess of the 10 per cent. granted to the blastfurnacemen.	1	4	—	—	4
	Puddlers, Millmen, &c.							
335	Ironplate rollers	Middlesbro'	Against proposed temporary reduction in wages.	1	540	—	—	540
336	Millmen	Mossend, near Glasgow.	Objection to proposed retention of a week's wages as "lie time" instead of three days as formerly.	1	200	—	—	200
337	Do. (hoop and strip mill).	Do.	Against proposed reduction in wages of 20 per cent.	1	16	—	—	16
338	Sheet millmen	Wishaw	For payment of "pile money." (*See* note, p. 270.)	1	50	—	—	50
	Steel Workers.							
339	Steel smelters	Morriston, Swansea.	Against reduction in wages	1	21	—	—	21
340	Steel workers generally.	Do.	Do. do.	1	110	—	—	110
341	Steel smelters	Near Swansea	Do. do.	1	—	—	—	—
342	Gas producers	Jarrow-on-Tyne	Against proposed reduction in wages of 2½ per cent.	1	30	—	—	30
343	Charge wheelers (steel smelting).	Consett	Against reduction in wages of 2½ per cent.	1	50	—	—	50
344	Steel smelters	Wednesbury	Against proposed reduction in wages of 5 per cent.	1	40	—	—	40
345	Do.	Trimsaran, Swansea.	Against reduction in wages	1	12	—	—	12
346	Millmen (steel works).	Cambuslang	For abolition of system of subcontracting, and to be paid by tonnage rates.	1	400	—	—	400

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
270	—	—	270	2,530	—	4 Mar.	1 April	Blastfurnacemen resumed on 7th March, steel workers on 1st April, pending decision of arbitrator, who awarded a reduction to rates obtaining in Workington district plus 1 per cent., to balance higher house rents at Barrow. (For terms of award, *see* p. 269.)	Partially successful.	Arbitration (*See* Appendix II., p. 238.)	329
100	—	—	100	103	—	2 April	6 May	Work given to a contractor.	Indefinite	Negotiation	330
100	—	—	100	103	—	8 May	15 May	Replaced by non-unionists, and work proceeded with.	Unsuccessful	Hands replaced	331
100	—	—	100	108	—	15 May	20 May	Entirely replaced by non-unionists.	Do.	Do.	332
—	—	—	—	—	—	18 April	—	Furnaces kept going by labourers and others. No further details obtainable.	Do.	Do.	333
—	—	—	—	4	—	26 Sept.	1 Oct.	Two men resumed at the 10 per cent. advance, the other two were replaced.	Do.	Submission and hands replaced.	334
—	—	—	—	540	—	7 Jan.	16 Jan.	Work resumed at the original rate of wages.	Successful	Negotiation	335
—	—	—	—	200	—	19 Jan.	26 Jan.	Work resumed upon the men's terms.	Do.	Do.	336
—	—	—	—	16	—	28 Jan.	16 Feb.	Proposed reduction withdrawn.	Do.	Do.	337
—	—	—	—	50	—	26 Mar.	29 April	Work resumed unconditionally.	Unsuccessful	Submission	338
—	—	—	—	21	—	11 Feb.	23 Aug.	Reduction of 10 per cent. accepted.	Unsuccessful	Negotiation and submission.	339
100	—	—	100	210	—	11 Feb.	22 Oct.	Reduction of 10 per cent. accepted by all except men earning less than 22*s.* per week, and the casting-pit men, who obtained an advance in wages.	Partially successful.	Negotiation	340
—	—	—	—	—	—	23 Feb.	—	Works closed down	Unsuccessful	Works closed	341
540	—	60	600	630	—	11 April	17 May	Reduction of 1¼ per cent. accepted (*see* p. 270).	Partially successful.	Negotiation	342
430 persons			430	430	—	29 April	8 May	Reduction of 2½ per cent. accepted.	Unsuccessful	Submission	343
200	—	—	200	240	—	4 May	17 June	Smelting given to a contractor who pays the old rate of wages.	Successful	Negotiation	344
—	—	—	—	12	—	24 June	17 Aug.	Reduction of 10 per cent. accepted.	Unsuccessful	Negotiation and submission.	345
—	—	—	—	400	—	13 Aug.	16 Aug.	Employers conceded men's demands.	Successful	Negotiation	346

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	IRON AND STEEL MANUFACTURE —*cont.*							
	Steel Workers—cont.							
347	Steel workers generally.	Cambuslang -	Objection to contracting system -	1	200	—	—	200
348	Bessemer steel workers.	Blaenavon -	Desire to cease working at 4 o'clock on Saturdays instead of at midnight as formerly.	1	142	—	—	142
	Iron Plate Working, Galvanising, &c.							
349	Galvanisers -	Halesowen -	Alleged refusal of employer to recognise the trade union.	1	10	—	—	10
350	Iron plate workers.	The Lye, Cradley, and Old Hill.	For advance in wages (restoration of the Lye price list), and to establish a combination between employers and workpeople.	8	280	—	70	350
	ENGINEERING AND COGGATE TRADES.							
	Pattern Making.							
351	Pattern makers -	Aberdeen - -	Alleged apportionment of certain portions of a pattern maker's work to a millwright.	1	7	—	—	7
352	Do. -	Bedford - -	For abolition of piecework system, and for advance in wages.	1	9	—	—	9
	Ironfounding, &c.							
353	Ironfounders -	Bristol - -	Objection to proposed introduction of piecework.	1	2	—	—	2
354	Iron dressers -	Dundee - -	For advance in wages of 1*s.* per week.	1	17	—	—	17
355	Water pipe moulders.	Old Hill - -	Against proposed reduction in wages of 10 per cent.	1	30	—	—	30
356	Ironfounders -	Cork - -	Against introduction of non-union men, stated by employer to be in consequence of inferior production of work.	1	17	—	—	17
357	Do. -	Leith - -	For payment of the Falkirk rate for making grate breasts, a new class of work.	1	56	—	—	56
358	Do. -	Rodley, Leeds -	For reduction in hours of labour from 54½ to 53 per week.	1	5	—	—	5
359	Do. -	Dalkeith - -	Against reduction in wages of 7½ per cent. on a certain class of goods, due to heavy expense of transport of raw and finished material.	1	14	—	—	14
360	Do. -	Dundee - -	Objection to employment of labourers upon moulding work.	1	21	—	—	21
361	Do. -	Do. -	Against employment of labourers at moulding machines.	1	15	—	—	15

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	200	—	1895. 6 Sept.	1895. —	Work resumed on employer's terms.	Unsuccessful	Submission	347
1,000 men and boys			1,000	1,142	—	7 Sept.	21 Sept.	Work resumed without alteration in conditions of working.	Do.	Do.	348
—	—	—	—	10	—	6 April	—	Some of the men obtained work elsewhere. Dispute never officially closed.	Do.	Hands replaced	349
—	50	—	50	460	—	7 Oct.	23 Nov.	Advance of 5 per cent. granted, and agreement made to establish a Wages Board, but the idea of an alliance with employers abandoned.	Partially successful.	Negotiation	350
—	—	—	—	7	—	11 Sept.	1 Oct.	Men reinstated, and employer offered to draw up a line of demarcation between patternmakers and millwrights.	Successful	Negotiation	351
—	—	—	—	9	—	19 Oct.	Dec.	Places filled by non-union men.	Unsuccessful	Hands replaced	352
—	—	—	—	2	—	17 Jan.	22 Jan.	Arranged that union men should not be required to work piecework.	Successful	Negotiation	353
—	—	—	—	17	—	18 Jan.	21 Jan.	Some men's places filled up, others resumed without alteration in rates.	Unsuccessful	Hands replaced and submission.	354
—	—	—	—	30	—	5 Feb.	13 Feb.	Proposed reduction withdrawn.	Successful	Negotiation	355
—	—	—	—	17	—	28 Feb.	27 July	All union men discharged and non-unionists engaged in their places.	Unsuccessful	Hands replaced	356
—	—	—	—	56	—	4 Mar	21 Mar.	Employer agreed to pay Falkirk prices, the members of the union in dispute not being required to make the articles in question.	Successful	Negotiation	357
—	—	—	—	5	—	22 June	10 July	53 hours week conceded to the five union men.	Do.	Do.	358
—	—	—	—	14	—	11 July	15 Aug.	Men accepted the alternative of manufacturing the goods in question at another foundry of the firm at Granton, where the expense of transport was lessened.	Partially successful.	Do.	359
—	—	—	—	21	—	3 Aug.	6 Aug.	Agreement to employ moulders only on the work in question.	Successful	Do.	360
—	—	—	—	15	—	24 Aug.	5 Sept.	Replaced by non-unionists, and shop blocked to union men.	Unsuccessful	Hands replaced	361

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	ENGINEERING, &c. —*cont.*							
	Ironfounding, &c. —cont.							
362	Irondressers -	Johnstone, Renfrewshire.	For advance in wages - -	—	—	—	No details of	numbers
363	Ironfounders -	Belfast - -	For advance in wages of 2*s.* per week.	5	190	—	—	190
364	Do. -	Cardiff - -	Alleged excessive number of apprentices, and other union matters, including question of core-shop being considered a part of the foundry.	3	18	—	—	18
	Boilermaking.							
365	Holders-on -	River Clyde District.	For advance in wages from 5*d.* to 6*d.* per hour.	12	80	—	—	80
366	Labourers - -	Jarrow-on-Tyne	Against employment of a labourer belonging to another union.	1	40	—	—	40
	Coppersmiths.							
367	Coppersmiths -	Leith - -	Against employment of a tinsmith upon coppersmith's work.	1	8	—	—	8
	Fitters, Turners, &c.							
368	Fitters - -	Swansea - -	For reinstatement of two men discharged, alleged to be on account of age.	1	44	—	3	47
369	Fitters, turners, &c. (linotype machine manufacturers).	Manchester -	Against discharge of certain men who had acted as a deputation in a previous dispute (No. 409 of 1894).	1	150	—	—	150
370	Engineers - -	Clydebank, Glasgow.	Dissatisfaction because certain work upon Belleville boilers was done by boilermakers.	1	766	—	—	766
371	Engineers -	Glasgow - -	For apprentices to be paid full journeymen's rates on completion of apprenticeship, or to be dismissed.	1	85	—	—	85
372	Turners, fitters, and pattern-makers.	Oldham -	For abolition of the two-lathe system on small work, and against alleged excessive proportion of apprentices.	1	31	—	—	31
373	Turners and fitters (loom-making).	Burnley - -	For advance in wages - -	1	3	—	—	3
374	Fitters, turners, smiths, &c. (locomotive works).	Cardiff - -	Refusal of proposed change of system from day to piece working.	1	110	—	—	110
375	Fitters, turners, &c. (railway works).	Liverpool -	Against reduction in wages of 2*s.* per week.	1	16	—	—	16
376	Engineers - -	Whitefield, Lancashire.	For advance in wages of 2*s.* per week.	1	5	—	—	5

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.					
or establishments.			—	—	—	— Oct.	—	No details of settlement -	—	—	362
							1896.				
40	—	—	40	230	—	19 Oct.	3 Feb.	Advance of 2s. per week granted.	Successful	Mediation	363
							1895.				
—	—	—	—	18	—	26 Oct.	7 Dec.	Concessions made on both sides. Settlement stated to have been effected by pressure brought to bear by engineers' and other societies.	Partially successful.	Conciliation	364
—	—	—	—	80	—	22 April	23 May	Work resumed at old rate of wages. The Boilermakers' Society ordered a resumption of work as the holders-on had not acted in accordance with union regulations.	Unsuccessful	Submission	365
—	—	—	—	40	—	1 July	5 Oct.	Places filled up by other men.	Do.	Hands replaced	366
7 men and boys			7	15	—	3 June	5 June	Tinsmiths agreed to join coppersmiths' union.	Successful	Negotiation	367
—	—	—	—	47	—	12 Jan.	15 Jan.	The discharged men reinstated.	Successful	Do.	368
—	—	—	—	150	—	17 Jan.	28 Jan.	Concessions made on both sides, and an agreement signed by both parties.	Partially successful.	Do.	369
—	—	—	—	766	—	5 April	9 April	The engineers to resume work pending arbitration. (For award, *see* p. 271.)	Unsuccessful	Arbitration (*See* Appendix II., p. 238.)	370
—	—	—	—	85	35	3 May	13 May	Young journeymen to be paid on a graduated scale of 22s. upwards for 18 months, according to ability, and to be then paid full rate or dismissed.	Partially successful.	Conciliation	371
—	—	—	—	31	—	1 June	--	No settlement arrived at; men appear all to have obtained work elsewhere.	Unsuccessful	Hands replaced	372
—	—	—	—	3	—	17 Aug.	21 Oct.	Men replaced by others, employers considering they were too old.	Do.	Do.	373
—	—	—	—	110	—	21 Aug.	1896. 1 Feb.	Places filled up by other men, who accepted the piecework system.	Do.	Do.	374
—	—	—	—	16	—	16 Sept.	1895. 8 Oct.	Places filled by non-union men.	Do.	Do.	375
—	—	—	—	5	—	18 Sept.	10 Oct.	Advance granted - -	Successful	Negotiation	376

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	ENGINEERING, &c. —*cont.*							
	Fitters, Turners, &c.—cont.							
377	Apprentice engineers.	Aberdeen - -	Against proposed re-arrangement of working hours from 10 on 5 days of the week and 4 on Saturday to 9½ first 5 days and 6½ on Saturday.	1	—	—	32	32
378	Engineers (marine and general engineering works).	Belfast - -	For advance in wages of 2*s.* per week. (In addition, the iron-founders in five firms came out, *see* No. 363.)	—	1,100	—	—	1,100
379	Do. - - -	River Clyde District.	Employers decided upon a gradual lock-out of 25 per cent. of their men per week, to press a settlement of the Belfast dispute, but the rest of the men struck a few days after notification of lock-out.	—	3,200	—	—	3,200
380	Engineers (sugar refinery).	Silvertown, E. -	For enforcement of trade rules and regulations.	1	6	—	—	6
381	Fitters, blacksmiths, &c.	Dowlais - -	For reinstatement of a fellow workman, discharged for refusal to work overtime when suddenly called upon to do so, during working out notices for an advance in wages.	1	240	—	—	240
382	Fitters and turners.	Hull - -	Demarcation of work dispute with brass finishers. Alleged departure by employer from a previous agreement.	1	198	—	—	198
383	Fitters, turners, and machinemen.	Barrow-in-Furness.	Alleged encroachment by caulkers upon work stated to belong to engineers.	1	699	—	—	699
384	Engineers generally.	Glasgow - -	For weekly instead of fortnightly payment of wages, and for each week's work to stand by itself with respect to overtime. (*See* note, p. 272.)	1	90 men and boys			90
385	Turners, fitters, smiths, &c.	Dowlais - -	For advance in wages of 20 per cent.	1	218	—	—	218
386	Fitters and turners	Cardiff - -	For advance in wages from 36*s.* to 39*s.* per week on special work.	1	9	—	—	9
387	Engineers (loom-making).	Shipley - -	Objection to work overtime at less than the usual rate.	1	12	—	—	12
	Electrical and Scientific Instruments, &c.							
388	Electrical fittings workers.	Ponder's End, Middlesex.	For improved rates of payment, and abolition of the piecework system.	1	36	—	39	75
	Machinists.							
389	Machinists -	Bury. - -	For advance in wages of 1*s.* and 2*s.* per week.	1	56	—	—	56
	Engineers' Labourers.							
390	Engineers' labourers.	Partick, Glasgow	For advance in wages - -	1	—	—	—	—

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	32	—	20 Sept.	26 Sept.	Work resumed on employer's terms.	Unsuccessful	Submission	377
							1896.				
4,500 persons			4,500	5,600	—	11 Oct.	25 Jan.	Advance of 1s. per week granted, with no change until June 11th, 1896. (*See* Report, p. 31.)	Partially successful.	Mediation and conciliation.	378
2,000 persons			2,000	5,200	—	5 Nov.	25 Jan.	An advance agreed to of ½d. per hour to those earning less than 7d. per hour, and of ¼d. to those earning more than that wage. (*See* Report, p. 31.)	Successful	Do.	379
—	—	—	—	6	—	12 Oct.	— 1895.	Men obtained employment elsewhere.	Unsuccessful	Men found work elsewhere.	380
—	—	—	—	240	—	18 Oct.	19 Oct.	Man in question reinstated, the whole of the men to work out their notices.	Successful	Negotiation	381
50	—	—	50	248	—	24 June	31 Aug.	Certain lathes to be removed from brass finishers' shop to the engineers', grinding-in of valves for old vessels to be done by fitters, and of all cocks by brass finishers. The whole question to be considered by a joint committee.	Partially successful.	Do.	382
20	—	—	20	719	—	6 July	19 Aug.	Conference between unions of the two trades, which apportioned two of the three disputed jobs to the engineers.	Do.	Do.	383
—	—	—	—	90	10	12 Aug.	27 Aug.	Work resumed on employer's terms.	Unsuccessful	Submission	384
—	—	—	—	218	—	14 Nov.	—	Still unsettled in Oct. 1896.	—	—	385
—	—	—	—	9	—	30 Nov.	20 Dec.	Advance granted - -	Successful	Negotiation	386
—	—	—	—	12	—	Dates and duration not stated.		Agreement to pay for overtime at rate paid by other employers.	Do.	Do.	387
—	196		196	271	—	30 May	4 July	Work resumed unconditionally.	Unsuccessful	Do.	388
50	—	—	50	106	—	30 Sept.	26 Oct.	Places filled up by other men.	Unsuccessful	Hands replaced	389
—	—	—	—	—	—	8 April	9 April	Work resumed, a slight advance in wages being granted.	Successful	Negotiation	390

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	ENGINEERING, &c.—*cont.*							
	Railway Wagon Makers.							
391	Smiths and strikers.	Near Rotherham	Objection to one of the smiths working in opposition to the rules of his union. Employers locked out the whole of their workmen in consequence of stoppage.	1	40	—	—	40
392	Railway wagon builders.	Heywood - -	Against a reduction in wages, on introduction of machinery which performed some of the rougher work.	1	30	—	—	30
393	Fitters - -	Gloucester -	Dispute with piece masters as to division of bonuses.	1	40	—	—	40
	Safe Making.							
394	Safe makers -	Liverpool - -	For dismissal of an alleged tyrannical foreman.	1	20	—	—	20
	Smiths and Hammermen.							
395	Hammermen -	Glasgow - -	For advance in wages of 1*s.* per week.	1	16	—	—	16
	Whitesmiths.							
396	Whitesmiths (engineering works).	Liverpool - -	For advance in wages of 2*s.* per week.	1	8	—	—	8
	SHIPBUILDING.							
397	Shipbuilding employés generally.	Jarrow-on-Tyne	Refusal to take out time-boards, indicating details of each day's work and the time occupied thereby.	1	600	—	—	600
398	Shipwrights -	Partick - -	Against employment of quay labourers to do certain lifting work on decks of a vessel under construction.	1	30	—	—	30
399	Do.	Belfast - -	Dissatisfaction with dismissal of a representative man in a demarcation of work dispute.	1	232	—	—	232
400	Do.	Passage West, Cork.	Dispute with joiners as to allotment of certain new work in connection with berths on a pilot boat. (*See* note, p. 272.)	1	3	—	—	3
401	Platers' helpers -	Middlesbro' -	In support of machinemen, who had refused to do labouring work for coppersmiths, and had been replaced by other men.	1	242	—	—	242
402	Shipwrights' apprentices.	Passage West, Cork.	Refusal to dry dock a vessel during dispute of journeymen shipwrights (No. 400).	1	14	—	—	14
403	Riveters and holders up.	Belfast - -	For increased assistance to holders-up in certain intricate parts of work.	1	320	—	—	320
404	Riveters -	Leith - -	For advance of 1*d.* per rivet upon certain work alleged to be usual upon the Clyde, and to have been agreed upon by the employers of both districts.	1	100	—	—	100
405	Boilermakers' helpers.	Barry - -	For an increase of 6*d.* per day, "dirt money."	1	40	—	—	40

Number of Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
	360 persons		360	400	—	1895. 14 Jan.	1895. 31 Jan.	Smiths and strikers resumed work on employer's terms, also submitting to a readjustment of wages, stated to average a reduction of 9 per cent.	Unsuccessful	Submission	391
190	—	—	190	220	—	20 June	12 Sept.	Reduction accepted.	Do.	Do.	392
—	—	—	—	40	—	8 Nov.	9 Nov.	Dispute amicably settled -	Successful	Negotiation	393
—	—	—	—	20	—	29 Jan.	30 Mar.	Men dispensed with, work being done by other employés of the firm.	Unsuccessful	Hands replaced	394
14	—	—	14	30	—	29 April	11 May	Advance of 6*d.* per week conceded.	Partially successful.	Negotiation	395
—	—	—	—	8	—	28 Mar.	29 April	Work resumed without any advance in wages.	Unsuccessful	Submission	396
—	—	—	—	600	—	3 Jan.	5 Jan.	Time-boards accepted, but with slight modification of particulars required to be stated.	Partially successful.	Negotiation	397
—	—	—	—	30	—	10 Jan.	12 Jan.	Labourers not to be again employed upon the work in question.	Successful	Do.	398
40	—	—	40	272	—	28 Jan.	12 Feb.	Man in question reinstated	Do.	Do.	399
—	—	—	—	3	—	29 Jan.	15 Feb.	Left to arbitration of manager, who awarded the work to the joiners.	Unsuccessful	Arbitration	400
—	—	—	—	242	—	4 Feb.	23 Feb.	Men who had displaced machinemen were discharged, and work was resumed.	Successful	Negotiation	401
—	—	—	—	14	—	4 Feb.	14 Feb.	Apprentices prosecuted, but summonses withdrawn upon settlement of journeymen's dispute.	Do.	Disappearance of cause.	402
—	—	—	—	320	—	4 Feb.	15 Feb.	Work resumed without increased assistance.	Unsuccessful	Submission	403
—	—	—	—	100	—	8 Feb.	22 Feb.	Advance of 1*d.* per rivet to Clyde rate conceded.	Successful	Negotiation	404
12	—	—	12	52	—	12 Feb.	12 Feb.	Employers agreed to pay the additional 6*d.* per day.	Do.	Do.	405

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute.			
					Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	SHIPBUILDING—*cont.*							
406	Shipwrights -	Hebburn-on-Tyne	Objection to being placed on three-quarter time.	1	3	—	—	3
407	Boilermakers and platers' helpers.	Belfast - -	Two countersinkers demanded an advance in wages of 2*d.* per plate. The remainder are stated to have been locked out in consequence.	1	54	—	6	60
408	Boilermakers -	Kinghorn -	Against reduction in wages of 6*d.* per 100 rivets on a certain class of work.	1	40	—	—	40
409	Sawyers -	Hull - - -	For advance in wages - -	1	19	—	—	19
410	Joiners - -	Troon - -	Objection to working with two non-union men. (This is described as not a strike against the employers.)	1	37	—	—	37
411	Shipwrights -	Barrow-in-Furness.	Dispute as to the amount of caulking to be done each day, and employment of two caulkers, not members of Shipwrights' Union.	1	490	—	—	490
412	Platers' helpers -	Wallsend - on - Tyne.	Alleged non-fulfilment of promise of advance in wages on account of greater length of beam and frame.	1	20	—	—	20
413	Engineers (ship-repairing firms).	Newport, Mon. -	Employers rejected a proposed new code of rules, and the engineers retaliated by refusing to work overtime (strike and lock-out).	8	700	—	—	700
414	Shipwrights -	Govan - -	Alleged infringement of the demarcation agreement by joiners working in the cargo space.	1	76	—	—	76
415	Do. -	Leith - -	Objection of employers to scale of work restricting the amount of caulking to be done daily.	1	70	—	38	108
416	Rivet heaters -	Govan - -	Refusal to observe rule as to time checks, for which they were fined 1*s.* each.	1	—	—	50	50
417	Shipjoiners -	Dundee - -	For advance in wages of ½*d.* per hour.	3	101	—	—	101
418	Shipwrights -	Barrow-in-Furness.	For advance in piecework rates of wages.	1	93	—	—	93
419	Plumbers - -	Do. -	Objection to employment of a non-union plumber who could not produce full certificates of apprenticeship.	1	33	—	—	33
420	Platers' helpers	Dumbarton -	Strike against platers in the first instance, and afterwards against employers for an advance in wages from 5½*d.* to 6½*d.* per hour.	1	98	—	—	98
421	Fitters - -	Barrow-in-Furness.	Objection to certain work in connection with casemate sill plates being performed by caulkers.	1	70	—	—	70

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	3	—	13 Feb.	27 Mar.	Work resumed when resumption of full time working took place.	Unsuccessful	Removal of cause.	406
—	—	—	—	60	—	15 Feb.	1 Mar.	Work resumed pending a settlement to come into effect in a fortnight.	Partially successful.	Negotiation	407
—	—	—	—	40	—	21 Feb.	1 Mar.	Reduction accepted	Unsuccessful	Submission	408
22	—	—	22	41	—	21 Feb.	1 Mar.	Some of the lower-paid men received an advance of 1s. per week.	Partially successful.	Negotiation	409
—	—	—	—	37	—	27 Feb.	28 Feb.	One man joined the union, the other was discharged.	Successful	Removal of cause.	410
—	—	—	—	490	—	28 Feb.	6 Mar.	The two caulkers discharged, and the amount of each day's caulking amicably arranged.	Do.	Negotiation	411
180	—	—	180	200	—	9 Mar.	14 Mar.	Advance of 2s. per week each granted to the 20 men directly concerned.	Do.	Do.	412
200	—	—	200	900	—	9 Mar.	13 Mar.	A modified code of rules adopted at a conference between employers and men's representatives.	Partially successful.	Do.	413
—	—	—	—	76	—	16 Mar.	1 Apr.	Referred to the permanent standing committee, who decided in favour of the shipwrights.	Successful	Mediation (*See* Appendix II., p. 233.)	414
—	—	—	—	108	—	30 Mar.	29 April	Worked resumed on previous terms, the whole question to be considered by employers' federation.	Do.	Negotiation	415
200	—	—	200	250	—	9 April	12 April	Fines remitted, but heaters dismissed and replaced by others.	Unsuccessful	Hands replaced	416
—	—	—	—	101	—	19 April	4 May	Immediate advance of ¼*d.* per hour granted, the other ¼*d.* to be considered in two months' time.	Partially successful.	Negotiation	417
—	—	—	—	93	—	24 April	5 July	Some men replaced, others resumed on employers' terms, which are stated to be less advantageous than the conditions obtaining previous to the dispute.	Unsuccessful	Hands replaced and submission.	418
—	—	—	—	33	—	6 May	22 May	Employers investigated the matter, and, finding allegations correct, discharged the man.	Successful	Negotiation	419
110	—	—	110	208	—	10 May	10 June	Helpers gradually resumed at previous rates; some replaced.	Unsuccessful	Submission and hands replaced.	420
—	—	—	—	70	—	14 May	3 June	Fitters resumed work, the caulkers continuing to perform the work in dispute.	Do.	Submission	421

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	SHIPBUILDING—*cont.*							
422	Hole-borers	Dundee	For advance in piecework prices of 15 per cent. for drilling.	1	12	—	—	12
423	Joiners	Belfast	Against employment of labourers to lay frames for small bogies or lurries.	1	54	—	—	54
424	Hammermen	Govan	For reinstatement of a discharged fellow workman.	1	—	—	—	—
425	Riveters and holders-on.	Aberdeen	Holders-on desired "black money" or an increased rate for old work.	1	40	—	—	40
426	Shipjoiners	Liverpool	As to a new code of working rules. (*See* p. 272.)	1	12	—	—	12
427	Shipwrights	Hebburn-on-Tyne	Objection to joiners, working for a sub-contractor, doing work in connection with insulation on dead meat steamers, alleged to belong to shipwrights.	1	73	—	—	73
428	Shipjoiners	Leith	Dispute as to certain work being done by a pattern maker.	1	36	—	—	36
429	Boilermakers, &c.	Birkenhead	Objection to action of a yard watchman, alleged to be over officious.	1	100	—	—	100
430	Shipjoiners	Aberdeen	Demarcation dispute with shipwrights as to laying awning decks.	1	38	—	—	38
431	Pattern makers	Leith	Objection to joiners doing certain work claimed by pattern makers.	1	8	—	—	8
432	Riveters	Do.	Misunderstanding owing to delay on part of employers in notifying withdrawal of a proposed new price list for riveting.	1	200	—	—	200
433	Shipwrights	Southampton	Alleged abusive language of a leading hand.	1	54	—	—	54
434	Rivet heaters	Low Walker	Objection to selection of three youths (over 18 years of age) from other departments to be apprenticed to riveting.	1	70	—	—	70
435	Plumbers	Greenock	Dispute with engineers as to working iron pipes.	1	3	—	—	3
436	Platers' helpers	Wallsend	Refusal to accept a scale of working (No. 4 scale) arranged with Employers' Association as not being suited to capacity of yard. (For scale of help, *see* p. 273.)	1	24	—	—	24
437	Shipwrights	Cardiff	Dispute with joiners upon insulating work on a frozen meat steamer.	1	50	—	—	50
438	Do.	Hebburn-on-Tyne	Demarcation of work, dispute with joiners upon the question of grooved and feathered decks.	1	175	—	—	175
439	Platers' helpers	Thornaby-on-Tees.	Objection to work with "run-out" members of the Boilermakers' Union, who were working as platers' helpers.	1	150	—	—	150
440	Riveters	West Hartlepool	Objection to eight squads of riveters working on shell of vessel, instead of six, as formerly.	1	42	—	—	42

Persons affected.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.	Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.											
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.								Character of Settlement.	Success or otherwise of Workpeople.		
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
150	—	—	150	162	—	20 May	11 June	Readjustment of rates, stated by employer to be equivalent to an advance of 5 per cent.	Partially successful.	Negotiation	422
—	—	—	—	54	—	21 May	15 June	Labourers withdrawn from the work in question.	Successful	Do.	423
—	—	—	—	—	—	22 May	24 May	Work resumed without attainment of object.	Unsuccessful	Submission	424
—	—	—	—	40	—	24 May	30 May	"Black money" to be paid.	Successful	Negotiation	425
—	—	—	—	12	—	3 June	—	Places filled by members of a local union of ship-joiners.	Unsuccessful	Hands replaced	426
37	—	—	37	110	—	12 June	17 June	Employer agreed that in future sub-contractor should be regulated by the demarcation rule of the Tyne.	Successful	Negotiation	427
—	—	—	—	36	—	27 June	29 June	The unions concerned met, but agreed to no definite lines of demarcation.	Unsuccessful	Do.	428
—	—	—	—	100	—	3 days in beginning of July.		Employer promised to restrict the power of interference of the man in question.	Successful	Do.	429
—	—	—	—	38	—	9 July	10 July	A line of demarcation between joiners' and shipwrights' work to be drawn up.	Unsuccessful	Do.	430
—	—	—	—	8	—	22 July	5 Aug.	Joiners to do pattern-making on the vessels under construction. For new work a further arrangement to be made.	Do.	Do.	431
—	—	—	—	200	—	2 Aug.	2 Aug.	Work resumed by direction of union, the list having been formally withdrawn.	Successful	Removal of cause.	432
—	—	—	—	54	—	20 Aug.	12 Sept.	Employers removed man in question from the vessel where majority of men were engaged.	Do.	Negotiation	433
210	—	—	210	280	—	6 Aug.	10 Aug.	Employers agreed to withdraw the youths in question from apprentice riveting.	Do.	Do.	434
—	—	—	—	3	—	22 Aug.	23 Aug.	Conference between the two trades and the employers, and work allotted to plumbers.	Do.	Conciliation	435
—	—	—	—	24	—	2 Sept.	9 Sept.	Employer agreed to try for one month 16 helpers to each hanging-up and punching squad, instead of 12, as per scale.	Do.	Negotiation	436
40	—	—	40	90	—	23 Sept.	26 Sept.	Temporary settlement, and question referred to arbitration.	Partially successful.	Arbitration	437
—	—	—	—	175	—	24 Sept.	1 Oct.	Question referred to the standing committee. (For terms of settlement, *see* p. 275.)	Do.	Mediation (*See* Appendix II., p. 232.)	438
80	—	—	80	230	—	1 Oct.	14 Oct.	Helpers returned to work without attainment of object.	Unsuccessful	Submission	439
—	—	—	—	42	—	2 Oct.	17 Oct.	Work resumed on employers' terms.	Do.	Negotiation	440

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	SHIPBUILDING—*cont.*							
441	Platers' helpers, red leaders, and labourers.	Belfast - -	Refusal to work with non-union men.	1	342	—	—	342
442	Holders-up -	Aberdeen -	For advance in time rates of wages.	3	24	—	—	24
443	Riveters and caulkers.	Leith - -	For re-arrangement of winter hours, so as to enable men to work 54 hours, instead of 46¼ as at present.	1	130	—	—	130
444	Platers' helpers -	Walker-on-Tyne	Refusal to accept No. 4 scale of help (arranged by a conference), on ground that facilities for working were not equal to that scale. (*See* p. 275.)	1	40	—	—	40
445	Shipwrights -	Gorleston, Great Yarmouth.	Refusal to work what was equivalent to a full day, to be only reckoned at three-quarter time.	1	12	—	—	12
446	Platers' helpers -	Wallsend-on-Tyne.	Employers desired to adopt No. 4 scale of help, for which men alleged facilities were not yet available in the yard. (*See* p. 275.)	1	119	—	—	119
447	Shipwrights' apprentices.	Greenock -	For reversion from three-quarter to full time working, and at a higher rate of wages.	1	—	—	35	35
448	Platers' helpers -	Low Walker-on-Tyne.	Dispute as to interpretation of a clause of the scale of help adopted. (*See* p. 275.)	1	29	—	—	29
449	Joiners - -	Port Glasgow -	Dissatisfaction with only one meal interval on reduction of winter hours from 48⅓ to 42 per week.	1	40	—	—	40
450	Shipyard labourers.	Hull - -	Objection to be placed on three-quarter time.	1	45	—	—	45
451	Hammermen -	Newport, Mon. -	For advance in wages from 4*s.* 2*d.* to 4*s.* 6*d.* per day.	1	7	—	—	7
452	Riveters, holders-up, &c.	Jarrow-on-Tyne	Objection to introduction of riveting machines worked by boys.	1	173	—	—	173
	MISCELLANEOUS METAL TRADES.							
	Anchor Making.							
453	Anchor smiths -	Gateshead - -	Dispute as to price for making a special anchor.	1	30	—	—	30
454	Do. -	Do. -	Refusal to make a new patent anchor at price offered by employers.	1	30	—	—	30
	Bedstead Making.							
455	Bedstead makers	Sowerby Bridge -	For improved rate of wages, and against employment of non-union men.	1	14 men and boys			14

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	342	—	3 Oct.	5 Oct.	Non-union men agreed to join the union.	Successful	Negotiation	441
46	—	20	66	90	—	23 Oct.	31 Oct.	Advance of 1*s.* 9*d.* per week to be granted on and after 5 December 1895.	Do.	Do.	442
—	—	—	—	130	—	25 Oct.	4 Nov.	Work resumed upon a promise to re-arrange hours before the following winter.	Partially successful.	Do.	443
800	—	—	800	840	—	28 Oct.	11 Dec.	Agreement to adapt No. 3 and No. 4 scale to requirements of yard. (*See* note, p. 275.)	Do.	Do.	444
							1896.				
—	—	—	—	12	—	1 Nov.	11 Jan.	Full time working resumed. Some men found employment elsewhere.	Do.	Hands replaced	445
Not stated				119	—	11 Nov.	1895. 19 Dec.	Question submitted to the arbitration of Councillor O'Hanlon, a working driller of Wallsend, with result that No. 4 scale to be worked inside (punching squad) and No. 3 outside (hanging-up squad), and employer to provide in addition a "tackle hanger."	Do.	Arbitration	446
32	—	—	32	67	—	14 Nov.	16 Nov.	Work resumed on employer's terms.	Unsuccessful	Submission	447
Not stated				29	—	21 Nov.	12 Dec.	Submitted to arbitration, as in a previous case (No. 446). For full terms of award, *see* p. 275.	Successful	Arbitration	448
—	—	—	—	40	—	22 Nov.	3 Dec.	Arrangement made for two meal intervals by commencing work 15 minutes earlier and leaving off half an hour later.	Do.	Conciliation	449
—	—	—	—	45	—	28 Nov.	29 Nov.	Compromised. Working hours to be 9 a.m. to 5 p.m., with one hour for dinner, to be counted as 8 hours.	Do.	Negotiation	450
—	—	—	—	7	—	7 Dec.	7 Dec.	Increase paid by employer under protest, pending arbitration.	Do.	Do.	451
70 persons			70	243	—	19 Dec.	21 Dec.	Boys to continue at machines, but men to be also allowed to work them.	Partially successful.	Do.	452
—	—	—	—	30	—	21 Feb.	18 Mar. 1896.	Rate of 5*s.* per cwt. mutually agreed upon.	Partially successful.	Do.	453
—	—	—	—	30	—	11 Sept.	13 Jan.	Work accepted at employers' price, being a reduction of 10 per cent. on that required.	Unsuccessful	Do.	454
—	—	—	—	14	1	18 July	1895. 21 Sept.	Places filled by non-unionmen.	Do.	Hands replaced	455

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	MISCELLANEOUS METAL TRADES —*cont.*							
	Brass Working.							
456	Brass workers (railway carriage furniture).	Birmingham -	In consequence of dismissal of a foreman for voicing dissatisfaction with piecework prices for blind work.	1	28	5	1	34
457	Brass workers -	Rotherham -	Against proposed alteration of working arrangements in one department. Strike without sanction of union.	1	56	—	—	56
458	Brass workers (patent valves).	Huddersfield -	Against increased work without extra payment.	1	3	—	—	3
459	Brass workers -	Masbro' - -	For reinstatement of nine men, alleged to have been discharged without notice.	1	69	—	—	69
460	Brass casters -	Rotherham -	Against introduction of a boy alleged to be in excess of the proportion allowed.	1	18	—	2	20
	Chain Making.							
461	Chain strikers -	Tipton - -	Against employment of a non-union striker to fill the place of a man under notice of discharge.	1	65	—	—	65
462	Cable chain makers.	Old Hill -	Against proposed reduction in wages of 27½ per cent.	1	13	—	—	13
463	Chain makers -	Cradley Heath -	Against proposed reduction in wages of 20 per cent.	2	—	—	—	—
464	Small chain makers (out-workers).	Cradley Heath and District.	For advance in wages (return to the 4*s.* list).	12		750 persons		750
465	Block chain makers.	Cradley Heath -	Against employment of a member of another branch of the chain trade, belonging to a different union.	1	25	—	—	25
466	Small chain makers.	Old Hill - -	For a 10 per cent. advance in wages generally granted.	1	14	—	—	14
	Cutlery and Edge Tool Manufacture.							
467	Saw smiths -	Sheffield - -	Dissatisfaction with low wages, against proposed reduction, and also introduction of piecework-ing to some men.	1	12	—	—	12
468	Grinders and polishers.	Birmingham -	Refusal to work with a non-union man.	1	28	—	—	28
469	Hoe makers -	Wolverhampton	Against reduction in price, alleged to be on account of faulty construction.	1	7	—	—	7
	File Making.							
470	File smiths -	Birmingham -	For advance in wages of 7½ per cent. to Sheffield price list.	1	13	—	—	13
	Rivet Making.							
471	Rivet makers -	Blackheath District.	For advance in wages to the 3*s.* 6*d.* list.	—		330 persons		330

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.						
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.								Character of Settlement.	Success or otherwise of Workpeople.		
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	34	—	1895. 18 Feb. (Lasted 16	1895. — weeks.)	Places filled up by other men.	Unsuccessful	Hands replaced	456
—	—	—	—	56	—	14 Feb.	16 Feb.	Union officials intervened and modified demands, obtaining a satisfactory settlement.	Partially successful.	Conciliation	457
—	—	—	—	3	—	27 April	4 May	Places filled up by other workers.	Unsuccessful	Hands replaced	458
4	—	—	4	73	—	30 May	13 June	Men in question re-instated	Successful	Conciliation	459
—	—	—	—	20	—	6 June	11 June	Compromised by engaging two additional men, so preserving the required proportion of five men to each youth.	Partially successful.	Do.	460
—	—	—	—	65	—	9 Feb.	16 Feb.	Work resumed to give proper notice, the man in question agreeing to join the union.	Successful	Negotiation	461
—	—	—	—	13	—	9 Mar.	24 Aug.	Men obtained work elsewhere, and the works were at the date mentioned still standing idle.	Unsuccessful	Men found work elsewhere.	462
—	—	—	—	—	—	— Aug.	— Sept.	Places filled up by youths and apprentices.	Do.	Hands replaced	463
—	—	—	—	750	—	16 Sept.	7 Oct.	Advance conceded -	Successful	Negotiation	464
—	—	—	—	25	—	16 Nov.	23 Nov.	Places filled up by other union men.	Unsuccessful	Hands replaced	465
	200 persons		200	214	—	18 Nov.	23 Nov.	Advance conceded -	Successful	Negotiation	466
10	—	—	10	22	—	18 Feb.	26 Sept.	Two only of the men reinstated.	Unsuccessful	Hands replaced and submission.	467
—	—	—	—	28	—	19 Mar.	— July	Seven men resumed work; others found work elsewhere, and were replaced by non-unionists.	Do.	Do.	468
—	—	—	—	7	—	26 Aug.	5 Sept.	Proposed reduction withdrawn.	Successful	Negotiation	469
—	—	—	—	13	8	9 Dec.	1896. 9 Jan.	Advance conceded -	Do.	Do.	470
—	—	—	—	330	—	22 June	1895. 25 June	Advance conceded, equal to about 12½ per cent.	Do.	Do.	471

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	MISCELLANEOUS METAL TRADES —*cont.*							
	Silver Working.							
472	Silver spoon and fork finishers.	London, W. -	Alleged unfair treatment with respect to distribution of work.	1	9	—	—	9
	Stove, Grate, and Fender Manufacture.							
473	Range, stove, and ornamental fitters.	Larbert, N.B. -	Against contract system. Desire to be directly employed by firm.	1	43	—	—	43
474	Fender fitters -	Dudley - -	Against alteration in hours of working.	1	15	—	—	15
475	Stove grate fitters	Glasgow -	For advance in wages - -	1	23	—	—	23
476	Range, stove, and ornamental fitters.	Larbert - -	For advance in wages ranging from 7½ to 20 per cent.	1	36 men and boys			36
	Tinplate Manufacture.							
477	Forgemen -	Neath - -	Against reduction in wages on re-starting after a long period of idleness.	1	20	—	—	20
478	Tinplaters and daymen.	Aberdare - -	Dispute with the mill openers which caused the works to be laid idle.	1	75	—	—	75
479	Tinplate workers	Blaina - -	Refusal to submit to reduction in wages.	1	430 persons			430
480	Behinders -	Briton Ferry -	Refusal to submit to a reduction of 12½ per cent. accepted by the tinplaters.	1	72	—	—	72
481	Tinplate workers	Aberavon - -	Against proposed reduction in addition to the 10 per cent. already accepted.	1	—	—	—	—
482	Boys - -	Pontardulais -	Desire to be paid for Saturdays when not working on that day.	1	—	—	25	25
483	Tinplate workers	Do. -	Refusal of employers to accept a restriction of output in order to maintain rate of wages at the standard of 1874.	4	130 100 100 100	— — — —	— — — —	130 100 100 100
484	Do. -	Briton Ferry -	Against proposed reduction of 2½ per cent. in wages in addition to the 10 per cent. already accepted.	4	100 100 100 53	— — — 9	— — — 19	381
485	Do. -	Ystalyfera -	Against proposed reduction in wages.	1	160	—	—	160
486	Do. -	Aberdare - -	Against required "make" of 36 boxes per turn for six months.	1	40	—	—	40
487	Do. -	Panteg (Monmouthshire).	Alleged wrongful discharge of a fellow workman.	1	105	—	24	129
488	Do. -	Port Talbot -	Against 2½ per cent. reduction in addition to the general 10 per cent. given up to end of March.	1	95	—	7	102
489	Do. -	Morriston -	Against discharge of a washman for having too many sheets in pickle at the same time.	1	330	—	—	330
490	Do. -	North and South Wales and Monmouthshire generally.	For return to price list of 1874.	About 60	9,000 persons			9,000

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.						
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.								Character of Settlement.	Success or otherwise of Workpeople.		
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	9	—	1895. 21 Dec.	1895. 30 Dec.	Wishes of men conceded by employer, who also paid return fares of two imported men.	Successful	Negotiation	472
—	—	—	—	43	—	29 July	3 Aug.	Employer acceded to men's requests.	Do.	Do.	473
100	—	—	100	115	—	30 Sept.	23 Nov.	Places filled up and men all found work elsewhere.	Unsuccessful	Hands replaced	474
—	—	—	—	23	—	14 Oct.	2 Nov.	Work resumed without any advance in wages.	Do.	Submission	475
—	—	—	—	36	—	28 Oct.	1896. 6 Jan.	Advance of 10 per cent. granted on two classes of ranges.	Partially successful.	Negotiation	476
17	—	—	17	37	—	5 Jan.	1895. 7 Jan.	Reduction accepted	Unsuccessful	Negotiation	477
—	—	—	—	75	—	— Jan. (Exact dates not stated.)	—	Dispute settled and work resumed, but no further particulars obtainable.	Indefinite	—	478
—	—	—	—	430	—	— Jan.	30 June	Reduction of 10 per cent. in wages accepted.	Unsuccessful	Negotiation	479
—	—	—	—	72	—	21 Jan.	26 Jan.	Reduction accepted	Do.	Submission	480
—	—	—	—	—	—	— Feb.	—	Became merged in the general dispute of July, and the works are reported to be still closed.	Do.	Works closed	481
150 persons			150	175	—	18 Feb.	23 Feb.	Nine boys paid compensation and cost of summonses, and all allowed to resume work.	Unsuccessful	Submission	482
200	—	—	200	630	—	1 Apr. (Lasted 6 weeks.)	— May	Work resumed at a reduction of 12½ per cent. from the 1874 list.	Do.	Negotiation	483
Indirectly affected; not stated in these three cases.											
Indirectly affected; not stated in these three cases.			59	440	—	1 Apr.	2 May to 13 May.	Reduction accepted	Do.	Do.	484
25	6	28									
—	—	30	30	190	—	1 Apr.	19 Aug.	Reduction of 10 per cent. accepted.	Do.	Do.	485
80	—	—	80	120	—	27 Apr.	3 July	Agreement for output as required.	Do.	Do.	486
25	30	8	63	192	—	2 May	—	Works permanently closed	Do.	Closing of works.	487
8	—	—	8	110	—	6 May	11 May	Additional 2½ per cent. accepted until end of June.	Do.	Negotiation	488
—	—	—	—	330	—	1 June	20 July	Work resumed without reinstatement of the man in question.	Do.	Submission	489
—	—	—	—	9,000	—	1 July	July & August.	1874 price list generally granted in a week. 1,400 operatives at Llanelly were out six weeks.	Successful	Negotiation	490

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	MISCELLANEOUS METAL TRADES —*cont.*							
	Tinplate Manufacture —cont.							
491	Tinplate workers	Kidwelly - -	Objection to carry out contract as to acceptance of 12½ per cent. reduction and three sheets per box entered into before general reversion to 1874 price list.	1	70	—	—	70
492	Do. -	Do. -	Against reduction in wages and "concession" of 10 sheets per box, equivalent to 22½ per cent. reduction.	1	300	—	—	300
493	Do. -	Llanelly - -	Against proposed reduction in wages of 12½ per cent.	1	175	—	—	175
494	Do. -	Gorseinon -	Do. do. -	1	125	—	—	125
495	Do. -	Do. -	Do. do. -	1	100	—	—	100
	Tinplate Workers (Makers up).							
496	Cycle gear case makers.	Nottingham -	For written assurance that men who had taken part in a previous agitation should not be discharged.	1	28	—	—	28
497	Gas-meter makers	London, S.W. -	Objection to finish meters of which the cases had been made by female and non-unionist labour.	1	5	—	—	5
	Tube Manufacture.							
498	Tube workers -	Old Hill - -	Objection to suspension of a fellow workman on account of sending out for refreshments.	1	7	—	—	7
499	Tube welders -	Near Birmingham	For advance of 25 per cent. in piecework rates.	1	16	—	—	16
	Vice Making.							
500	Vice makers -	Birmingham, Stourbridge and The Lye.	For advance in wages to the recognised price list of the trade.	4	60	—	—	60
501	Do. -	Birmingham and The Lye.	Desired alteration in method of manufacture, so as to distinguish between first class and inferior goods.	2	200	—	—	200
	Wire Working.							
502	Wire weavers -	Warrington -	Against proposed reduction in prices, stated to be from 50 to 80 per cent.	1	19	—	—	19
	MILLERS.							
503	Flour millers -	Birmingham -	Firm refused to employ members of a newly-formed branch of trade union.	1	11	—	—	11

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	70	—	1895. 8 July	1895. 13 July	Terms of contract to be carried out for six weeks.	Unsuccessful	Submission	491
—	—	—	—	300	—	16 Dec.	—	Reduction accepted, but works still standing on account of depression.	Unsuccessful	Works standing.	492
	175 persons		175	350	—	23 Dec.	1896. 3 Feb.	Reduction of 10 per cent. on the 1874 price list accepted.	Partially successful.	Negotiation	493
	125 persons		125	250	—	23 Dec.	3 Feb.	Do. do.	Do.	Do.	494
	100 persons		100	200	—	23 Dec.	3 Feb.	Do. do.	Do.	Do.	495
—	—	—	—	28	—	29 July	—	A few men's places filled up, and ready-made gear-cases obtained from outside.	Unsuccessful	Hands dispensed with.	496
—	—	—	—	5	—	31 Aug.	—	Places filled by non-union men and women.	Do.	Hands replaced	497
—	—	—	—	7	—	26 Mar.	—	Places filled by other men	Do.	Do.	498
130	—	—	130	146	—	5 July	1895. 30 July	Work resumed by all but one man (the leader). The employers afterwards rearranged the shifts, and, in consequence of increased output, increased piece rates by 15 per cent.	Partially successful.	Negotiation	499
—	—	—	—	60	—	20 July	27 July	Advance in piece rates granted, equal to 5*s.* per week.	Successful	Do.	500
—	—	—	—	200	—	4 Nov.	14 Nov.	Alteration in method accepted by employers.	Do.	Do.	501
—	—	—	—	19	—	17 Jan.	31 Jan.	Proposed reduction withdrawn.	Do.	Do.	502
—	—	—	—	11	—	22 June	—	One man left his union and returned to work, the others remained out.	Unsuccessful	Hands replaced	503

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	MINING AND QUARRYING. COAL MINING. *Coal Hewing.*							
504	Hewers	Cymmer (Glam.)	Dispute as to fixing prices	2	250	—	—	250
505	Do.	Near Stockport	For advance of wages on account of hardness of seam.	1	59	—	—	59
506	Do.	Near Bolton	For advance of rate on account of bad places in mine.	1	125	—	—	125
507	Do.	Armadale, W. Lothian.	Against a reduction of 2*d.* and 3*d.* per ton.	1	50	—	—	50
508	Do.	Alfreton	Against proposed 15 per cent. reduction of rates in cannel seam on account of extra thickness and for price list in cannel seam.	1	400	—	—	400
509	Do.	Tamworth	Grievances as to method of coal filling, natural difficulties of working, cartage of miners' house coal, non-union men, &c.	1	350	—	—	350
510	Do.	Near Hamilton	Against proposed reduction in wages of 1*d.* per ton by a contractor for the coal cutting machines.	1	50 men and boys.			50
511	Do.	Bannockburn	Coal drawing taken from the men and rates reduced 11*d.* per ton; men again to draw coal, but no part of the 11*d.* returned.	1	62	—	—	62
512	Do.	Hebburn-on-Tyne.	To compel union members to pay up arrears.	1	1,109	—	—	1,109
513	Do.	West Lothian	Against proposed reduction of 2*d.* per ton.	1	48	—	—	48
514	Do.	Birstall	Against alteration in mode of payment, alleged by men to mean reduction of 5*d.* per ton.	1	125	—	—	125
515	Do.	Wakefield	Misunderstanding as to a clause in price list supposed to reduce wages.	1	416	—	—	416
516	Do.	Tyldesley	Against reduction in wages of 2*d.* per ton.	1	6	—	—	6
517	Do.	Castleford	For advance of rates consequent upon change in mode of working.	1	700	—	—	700
518	Do.	West Lothian	Against reduction of 1½*d.* per ton in main coal, and 2*d.* per ton in ball coal prices.	1	53	—	2	55
519	Do.	Cambuslang	Against fines and dismissal for sending up dirt with coal.	1	212	—	—	212
520	Do.	Blaina (Mon.)	Alteration in system of working alleged to be a breach of sliding scale agreement.	1	770	—	—	770
521	Do.	Wishaw	Against reduction of 2*d.* per ton in an alleged unprofitable section of mine.	1	106	—	—	106
522	Do.	Motherwell	Against reduction of wages	1	50	—	—	50
523	Do.	Rotherham	To alter hours of starting and leaving work on afternoon shift, in order to enable men to catch last train.	1	324	—	—	324
524	Do.	W. Lothian	Against reduction of 1½*d.* per ton.	1	30	—	—	30
525	Do.	Motherwell	Against reduction of 8*d.* per day by contractor in one section of pit.	1	50	—	—	50

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
50	—	—	50	300	—	1 Jan.	24 April	Men returned without a price list. (*See also* dispute No. 597.)	Unsuccessful	Submission	504
20	—	22	42	101	—	9 Jan.	5 Mar.	Advance of 2*d.* per ton conceded.	Successful	Conciliation	505
100	—	—	100	225	—	17 Jan.	23 Jan.	Inspection by men's representatives a slight advance being granted to some men until their places improved.	Unsuccessful	Negotiation	506
—	—	—	—	50	—	23 Jan.	25 Jan.	Reduction of 1*d.* and 2*d.* per ton accepted.	Partially successful.	Do.	507
200	—	—	200	600	—	23 Jan.	8 Feb.	Compromise at average reduction of about 7½ per cent. and price list established.	Do.	Do.	508
100	—	—	100	450	—	24 Jan.	26 Jan.	Non-union men paid to union, and other matters settled to satisfaction of men.	Successful	Do.	509
—	—	—	—	50	—	26 Jan.	—	Men agreed to remain idle until the employer could take the work into his own hands and dispense with contractor.	Indefinite	—	510
—	—	—	—	62	—	28 Jan.	—	Machines introduced, and drawing let by contract.	Unsuccessful	Hands replaced	511
—	—	—	—	1,109	—	28 Jan.	30 Jan.	Arrears paid up, but men who came out summoned for breach of contract, and union paid 216*l.* as compensation to owners.	Successful	Negotiation	512
15	—	2	17	65	—	30 Jan.	2 Mar.	Men accepted the reduction.	Unsuccessful	Submission	513
20	—	—	20	145	—	30 Jan.	14 Feb.	Majority of the men returned on employers' terms.	Do.	Negotiation	514
233	—	—	233	649	—	31 Jan.	6 Feb.	Addition made to list of prices. (*See* p. 276.)	Partially successful.	Arbitration (*See* Appendix II., p. 238.)	515
—	—	—	—	6	—	— Jan.	—	Places filled up by other men immediately.	Unsuccessful	Hands replaced	516
100	—	—	100	800	—	1 Feb.	18 Feb.	New system of working to be given a trial.	Unsuccessful	Negotiation	517
—	—	—	—	55	—	2 Feb.	2 Mar.	Acceptance of reduced rate. (*See* note, p. 276.)	Unsuccessful	Negotiation and submission.	518
67	—	—	67	279	—	5 Feb.	7 Feb.	New system withdrawn -	Successful	Negotiation	519
—	—	—	—	770	—	7 Feb.	8 Feb.	Work resumed as before -	Do.	Do.	520
—	20	—	20	126	—	7 Feb.	11 Feb.	Section closed - -	Unsuccessful	Works closed	521
20	—	—	20	70	—	16 Feb.	12 Mar.	Reduction withdrawn -	Successful	Negotiation	522
78	—	—	78	402	—	20 Feb.	21 Feb.	No change made; men fined for breach of contract.	Unsuccessful	Submission	523
—	—	—	—	30	—	21 Feb.	2 Mar.	Work resumed at reduction of 1*d.* per ton.	Partially successful.	Negotiation	524
300	—	—	300	350	—	22 Feb.	4 Mar.	Section stopped, and work found for men elsewhere.	Unsuccessful	Works closed.	525

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	COAL MINING—*cont.* *Coal Hewing*—cont.							
526	Hewers	Bridgend (Glamorgan).	As to rate to be paid in a certain seam.	1	15	—	4	19
527	Do.	West Lothian	Dispute as to "dirt" scale and weighing machine.	1	—	—	—	—
528	Do.	Do.	Against reduction of 2*d.* per ton	1	180	—	—	180
529	Do.	Armadale	Against reduction in wages of 2*d.* per ton.	1	—	—	—	—
530	Do.	Near Sheffield	Against reduction of 4*d.* per ton	1	82	—	—	82
531	Do.	Near Bolton	Disagreement as to working arrangements and price per ton to be paid in a new coal field.	1	300	—	—	300
532	Do.	Wakefield	General grievances	1	22	—	—	22
533	Do.	Blantyre	Pits closed on account of refusal of men to work 11 days per fortnight.	3	2,000	—	—	2,000
534	Do.	Bathville	Against reduction of wages	1	200	—	—	200
535	Do.	Motherwell	Against increase of lying time from three days to one week.	1	230	—	—	230
536	Do.	Armadale	Against proposal to increase tare of the hutch.	1	120	—	—	120
537	Do.	Near Coleford	Against reduction of 7½ per cent. on wages.	1	300	—	—	300
538	Do.	Slamannan	Against reduction of 6*d.* per day	1	60	—	—	60
539	Do.	Garnant (Glamorgan).	Revision of price lists	1	400	—	—	400
540	Do.	Coleford (Gloucester).	Against reduction of wages	1	15	—	—	15
541	Do.	New Flint	Colliery had been closed in December from want of trade; in March proposal made to men to resume at 30 per cent. reduction.	1	300	—	—	300
542	Do.	Rutherglen	Against reduction in wages	1	76 men and boys			76
543	Do.	Near Bristol	Against discharge of men when part of workings were closed, equal distribution of work being asked for.	1	254	—	—	254
544	Do.	Gorseinon	Against changes in working arrangements.	1	220	—	—	220
545	Do.	Motherwell	Against reduction of 1*d.* per ton, and from 3*d.* to 6*d.* per day datal men.	1	96	—	13	109
546	Do.	Near Baillieston	Sectional dispute as to tonnage rate.	1	55	—	—	55
547	Do.	Gorebridge (Midlothian).	Against a sectional reduction of 2*d.* per ton.	1	9	—	—	9
548	Do.	Nitshill	Alleged underpayment as compared with rest of district.	1	100	—	—	100
549	Do.	Hamilton	Refusal to draw coal to pit-bottom.	1	70	—	—	70
550	Do.	Tranent	Against alleged excessive deductions for dross in coal.	1	100	—	—	100
551	Do.	Near Kilmarnock	For an advance of 3*d.* per ton	1	55	—	—	55
552	Do.	Near Barnsley	Change in mode of working and failure to agree as to new price-list.	1	821	—	—	821
553	Do.	Preston Pans	Against 10 per cent. reduction of wages.	1	220	—	—	220

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
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Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	19	—	26 Feb.	1 Mar.	Allowance paid, making wages equal to 4*s.* 2*d.* per day.	Partially successful.	Negotiation	526
—	—	—	—	—	—	27 Feb.	28 Feb.	Mutually satisfactory arrangement made.	Do.	Do.	527
—	—	—	—	180	—	28 Feb.	13 Mar.	1*d.* per ton reduction accepted.	Do.	Do.	528
—	—	—	—	—	—	— Feb.	8 June	Work resumed at a reduction of 1*d.* per ton for six weeks.	Do.	Do.	529
—	—	—	—	82	—	5 Mar.	7 Mar.	Reduction of 2*d.* per ton accepted by men.	Do.	Do.	530
—	—	—	—	300	—	5 Mar.	9 July	Compromise as to tonnage rate and mode of filling.	Do.	Do.	531
—	—	—	—	22	—	7 Mar.	2 April	Men summoned - -	Unsuccessful	Submission	532
—	—	—	—	2,000	—	14 Mar.	15 & 16 March.	Men resumed on employers' conditions.	Do.	Do.	533
—	—	—	—	200	—	15 Mar.	—	Reduction modified -	Partially successful.	Negotiation	534
—	—	—	—	230	—	21 Mar.	23 Mar.	Proposed change withdrawn.	Successful	Do.	535
—	—	—	—	120	—	21 Mar.	23 Mar.	Proposal withdrawn -	Do.	Do.	536
—	—	—	—	300	—	23 Mar.	27 Mar.	Men returned at 2½ per cent. reduction only.	Partially successful.	Do.	537
13	—	—	13	73	—	23 Mar.	29 Mar.	Men resumed at reduced rate.	Unsuccessful	Do.	538
—	—	—	—	400	—	25 Mar.	20 April	Work resumed without change of rates.	Successful	Do.	539
5	—	—	5	20	—	30 Mar.	—	Colliery closed - -	Unsuccessful	Works closed	540
—	—	—	—	300	—	— Mar.	—	Colliery still standing; men have found employment elsewhere.	Do.	Works standing	541
—	—	—	—	76	—	— Mar.	— April	Two-thirds of the proposed reduction accepted.	Partially successful.	Negotiation	542
—	—	—	—	254	—	1 April	8 April	Men returned to work on employer's conditions.	Unsuccessful	Submission	543
—	—	—	—	220	—	1 April	23 Aug.	Compromise on points of difference.	Partially successful.	Negotiation	544
73	—	7	80	189	—	2 April	18 April	Reduction accepted -	Unsuccessful	Submission.	545
—	—	—	—	55	—	3 April	—	Employer stopped working the special section affected.	Do.	Works closed	546
600	—	—	600	609	—	4 April	8 April	Men directly affected to be paid by day until special work finished.	Partially successful.	Negotiation	547
—	—	—	—	100	—	11 April	12 April	Men resumed without any arrangement.	Unsuccessful	Submission	548
—	—	—	—	70	—	12 April	—	The employer agreed to pay sufficient rate for both getting and drawing.	Successful	Negotiation	549
—	—	—	—	100	—	15 April	18 April	Dross price to be paid for inferior coal.	Partially successful.	Do.	550
—	—	—	—	55	—	16 April	24 April	Men resumed on old terms.	Unsuccessful	Submission	551
—	—	268	268	1,089	—	17 April	24 May	Old mode of working resumed.	Successful	Negotiation	552
—	—	—	—	220	—	24 April	24 April	Reduction accepted -	Unsuccessful	Submission	553

Ref. No.	Trade	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number Directly. Number of Persons directly concerned in Dispute. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	COAL MINING—*cont.* *Coal Hewing*—cont.							
554	Hewers	Usworth (Durham).	Against excessive penalties for tubs containing bad coal.	1	963	—	90	1,053
555	Do.	Cambuslang	Against partial reduction of 2*d.* per ton.	1	65	—	—	65
556	Do.	Washington (Durham).	Against excessive penalties for tubs containing bad coal. (*See* p. 276.)	1	1,088	—	—	1,088
557	Do.	Motherwell	Against scale of deductions for bad coal in one seam only.	1	70	—	12	82
558	Do.	Do.	Strike in sympathy with above	1	288	—	65	353
559	Do.	Armadale	Alleged inability to earn average of county by reason of difficulties in working.	1	33	—	—	33
560	Do.	Near Pontypridd.	Failure to agree to list of prices for cutting coal, &c.	1	275	—	—	275
561	Do.	Beith	Against reduction in wages	1	26	—	—	26
562	Do.	Harthill(Lanark)	For increased wages for working coal-cutting machines from 1*s.* 3*d.* to 1*s.* 7*d.* per ton.	1	80	—	—	80
563	Do.	Blantyre	Men remained idle on May 11th to enforce a policy of 10 days per fortnight. On the next day they were not allowed to work by employers.	7	1,600	—	—	1,600
564	Do.	Near Barnsley	Objection to inspectors placed to see that coal was properly riddled before corves were filled.	1	18	—	—	18
565	Do.	Near Pontypridd.	Demand for an allowance on account of increased thickness of clod between the seams.	1	1,000	—	—	1,000
566	Do.	Cliviger	Against doing work which they alleged should be done by drawers.	1	200	—	—	200
567	Do.	Wigan	For advance on field rate in a certain mine, with extra payment for setting bars, long drawing and cutting places out.	1	1,886	—	—	1,886
568	Do.	Harthill(Lanark)	Eighty men came out to compel men whose religious belief withheld them to join the union; the others came out in sympathy.	1	580	—	—	580
569	Do.	Hamilton	Against dismissal of men for alleged filling of dirty coal.	1	500	—	—	500
570	Hewers, putters, &c.	Sunderland	Dispute as to non-unionists. (*See* note, p. 276.)	1	500	—	—	500
571	Hewers and underground datal men.	Great Broughton (Cumberland).	Against 10 per cent. reduction of wages.	1	300	—	—	300
572	Hewers	St. Helens	Failure to agree as to prices for "wide" work.	1	400	—	—	400

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	1,053	—	26 April	26 April	The penalties not to be enforced for the tubs in dispute.	Partially successful.	Negotiation	554
—	—	—	—	65	—	26 April	27 April	Work resumed at old rates pending investigation as to the special rate.	Successful	Do.	555
—	—	—	—	1,088	—	29 April	14 May	Referred to arbitration and fines reduced from 3*d.* and 6*d.* to 2*d.* and 5*d.*	Partially successful.	Arbitration (*See* Appendix II., p. 238.)	556
—	—	—	—	82	—	29 April	6 May	Special scale not enforced, but general system agreed to for whole colliery.	Do.	Negotiation	557
60	—	6	66	419	—	30 April	6 May	Special scale not enforced, but general system agreed to for whole colliery.	Do.	Do.	558
—	—	—	—	33	—	1 May	7 June	Advance given of 2*d.* per ton and 3*s.* 6*d.* per fathom, the men themselves to do certain other work.	Do.	Do.	559
—	—	—	—	275	—	1 May	—	Colliery still idle in April 1896, with no prospect of re-opening.	Unsuccessful	Works closed	560
—	—	—	—	26	—	6 May	20 May	Men resumed at reduced rates.	Do.	Submission	561
—	—	—	—	80	—	7 May	11 May	Men returned at wage of 4*s.* 9*d.* per shift.	Partially successful.	Negotiation	562
—	—	—	—	1,600	—	11 May	13 May	Ten days' policy continued	Successful	Work resumed without conditions.	563
—	—	—	—	18	—	13 May	13 May	Men resumed and subsequently arranged that inspectors should be checked by men appointed by miners.	Partially successful.	Negotiation	564
—	—	—	—	1,000	—	13 May	17 May	Men resumed on matter in dispute being referred to a joint committee, but no agreement arrived at.	Unsuccessful	Mediation (*See* Appendix II., p. 231.)	565
—	—	—	—	200	—	14 May	— Nov.	Men replaced and finding work elsewhere.	Do.	Hands replaced	566
—	47	94	141	2,027	—	15 May	4 June	Compromise: no field rates fixed, cases of long drawing to be dealt with on merits, prices fixed for setting bars and cutting places.	Partially successful.	Conciliation	567
—	—	—	—	580	—	20 May	27 May	Men decided to work four days a week only rather than continue dispute.	Unsuccessful	Submission	568
—	—	—	—	500	—	21 May	21 May	Directions given to stop dismissals without adequate reason.	Partially successful.	Negotiation	569
—	—	—	—	500	—	21 May	21 May	Men summoned for breach of contract: non-unionists commenced to pay to union.	Do.	Do.	570
—	—	—	—	300	—	21 May	17 June	Men resumed at reduction.	Unsuccessful	Submission	571
—	—	—	—	400	—	22 May	1 Aug.	Arrangement effected at a meeting between employers and men.	Partially successful.	Negotiation	572

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute.			
					Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	COAL MINING—*cont.*							
	Coal Hewing—cont.							
573	Hewers - -	Oldham - -	Claim for payments extra to agreement.	1	60	—	—	60
574	Do. -	Radcliffe -	Against alleged deductions from wages.	1	200	—	—	200
575	Do. -	Armadale (W. Lothian).	Against a reduction of 1*d.* per ton in places where two men are employed instead of three as formerly.	1	130	—	—	130
576	Do. -	Near Castleford	Against alteration in method of working alleged to cause a reduction equal to 4½*d.* per ton in wages.	1	1,000	—	—	1,000
577	Do. -	Near Carlisle -	Dispute as to prices to be paid under "Billy Fairplay" system.	1	173	—	—	173
578	Do. -	Ormiston, N.B. -	Dispute as to method of computing weight of output.	1	102	—	—	102
579	Do. -	Rotherham -	Against withdrawal of a special payment known as "chain money."	1	24	—	—	24
580	Do. -	Near Barnsley -	Inability to agree as to price list for particular seam.		60	—	—	60
581	Do. -	Hamilton - -	As to rule that men in owners' houses should not take lodgers not employed at the owners' pits.	1	600	—	—	600
582	Do. -	Alfreton - -	Against reductions of rate on introduction of "holing" machine.	1	10	—	—	10
583	Do. -	Barnsley -	For a list of prices - -	1	80	—	—	80
584	Do. -	Hunwick (Durham).	Dispute as to prices for working a new seam on exhaustion of an old one.	1	140	—	—	140
585	Do. -	Seaton Moor -	Against reduction of rate per ton	1	75	—	—	75
586	Do. -	Wigan - -	Against excessive reduction in consequence of shortened "drawing."	1	40	—	—	40
587	Do. -	Prestongrange -	Against reduction of rates on reversion to an easier system of filling.	1	140	—	—	140
588	Do. -	Do. -	Turn out in sympathy with above	1	260	—	—	260
589	Do. -	Ferry Hill -	Seam closed on demand of men for advance to county average.	1	80	—	—	80
590	Do. -	Near Rotherham	Against alteration in mode of working coal.	1	800	—	—	800
591	Do. -	Awsworth (Notts)	Dispute as to prices for working a thin seam of coal.	1	230	—	50	280
592	Do. -	Frystone - -	Refusal to work an extra shift at another pit of same firm on closure of seam unless paid extra shift rate.	1	150	—	—	150
593	Do. -	Harrington -	Dispute between packers and hewers.	1	160	—	—	160
594	Do. -	Lowmoor - -	Partial dispute as to price in certain seam.	1	17	—	—	17
595	Do. -	Uddingston -	Against deduction scale for dirt or foreign material in coal.	1	274	—	—	274
596	Do. -	Flimby and Broughton Moor	Alteration in mode of working -	1	160	—	20	180
597	Do. -	Cymmer (Glam.)	For extra rate owing to change of work	1	250	—	—	250

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
15	—	—	15	75	—	22 May	27 June	Compromise arranged -	Partially successful.	Conciliation	573
—	—	—	—	200	—	— May (Lasted 6 weeks.)	6 July	Arrangement satisfactory to both sides effected.	Do.	Do.	574
—	—	—	—	130	—	27 May	27 May	Men resumed, but decided to restrict production to four days per week.	Unsuccessful	Submission	575
—	—	—	—	1,000	—	1 June	29 Oct.	Men returned to work at conditions existing before they came out, pending mutual agreement or reference to arbitration.	Partially successful.	Negotiation	576
87	—	—	87	260	—	3 June	10 June	Returned on a fortnight's trial pending agreement based on results.	Do.	Do.	577
—	—	—	—	102	—	4 June	7 June	¼ cwts. to be credited in future, and the rates of summer and winter tare settled.	Successful	Do.	578
—	—	—	—	24	—	12 June	31 Aug.	Compromise: chain money to be paid where use of chain necessary.	Partially successful.	Do.	579
—	—	—	—	60	—	19 June	—	Colliery closed - -	Unsuccessful	Pit closed	580
—	—	—	—	600	—	20 June	21 June	Rule enforced except in special cases. (*See* note, p. 277.)	Do.	Negotiation	581
24	—	—	24	34	—	20 June	25 July	Men submitted to reduction equal in amount to work done by machine.	Partially successful.	Do.	582
—	—	—	—	80	—	20 June	3 Aug.	List of prices and special rates conceded.	Successful	Do.	583
—	—	—	—	140	—	28 June	10 Oct.	Rates agreed to for working the new seam.	Do.	Do.	584
—	4	11	15	90	—	8 days duration		Modified reduction accepted	Partially successful.	Do.	585
—	—	—	—	40	—	— June	—	No details of settlement -	—	—	586
—	—	—	—	140	—	1 July	10 Aug.	New arrangements as to mode of working.	Partially successful.	Negotiation	587
—	—	—	—	260	—	11 July	10 Aug.	Returned on settlement as above.	Do.	Do.	588
—	—	—	—	80	—	3 July	1 Oct.	Men found work elsewhere	Unsuccessful	Men found work elsewhere.	589
—	—	—	—	800	—	3 July	23 Oct.	Men returned on practically same terms as they were previously under.	Partially successful.	Negotiation	590
—	—	—	—	280	—	3 July	—	Pit closed, and no intimation of its re-opening has been received.	Unsuccessful	Pit closed	591
—	—	—	—	150	—	3 July	—	Gradually died out, men finding work elsewhere. (*See also* note, p. 277.)	Do.	Men found work elsewhere.	592
—	8	10	18	178	—	13 July	22 July	Compromise: owners to brush all the places.	Partially successful.	Negotiation	593
—	—	—	—	17	—	15 July	—	Agreement to resume work without any change in prices.	Successful	Do.	594
—	—	—	—	274	—	18 July	24 July	Deduction scale modified -	Partially successful.	Do.	595
—	—	—	—	180	—	22 July	1 Aug.	1*d.* per ton advance conceded on account of change.	Successful	Do.	596
50	—	—	50	300	—	29 July	22 Aug.	Men received an advance of 6¼ per cent.	Partially successful.	Arbitration (*See* Appendix II., p. 288.)	597

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of P... Directly. Number of Persons directly concerned in Dispute. Men.	Women.	Apprentices, Boys, and Girls.	Total.	N...
	COAL MINING—*cont.*								
	Coal Hewing—cont.								
598	Hewers - -	Platts Bridge -	Disagreement as to prices on introduction of machine.	1	120	—	—	120	
599	Do. -	Ebbw Vale -	Alteration in mode of working and disagreement as to new rates.	1	80	—	—	80	
600	Do. -	Slamannan -	Dispute as to scale of deductions for dirt and as to tare of hutches.	1	200	—	—	200	
601	Do. -	Alfreton -	On account of suspension of some of the men for taking an extra holiday.	1	600	—	—	600	
602	Do. -	Sharlston, Wakefield.	For advance of price in difficult working.	1	11	—	—	11	
603	Do. -	Barnsley - -	Against boling in "dirt" instead of in coal, involving harder work.	1	100	—	—	100	
604	Do. -	Do. - -	Men wished to discuss certain grievances with manager and were not allowed to start work.	1	400	—	—	400	
605	Do. -	Llandebie (Carmarthen).	For extra prices for special work	1	60	—	—	60	
606	Do. -	Celynen - -	As to time of commencing work in morning.	1	780	—	—	780	
607	Do. -	Treharris - -	Dispute as to mode of measurement of headings.	1	1,700	—	—	1,700	
608	Do. -	Near Bradford -	Dispute as to price per ton, employers offering 3*s.* 6¾*d.*, men demanding 3*s.* 10½*d.*	1	17	—	—	17	
609	Do. -	Whitehaven -	Refusal to accept a 10 per cent. reduction, said to be necessary in order to keep the pit working.	1	250	—	—	250	
610	Do. -	Wigan - -	Against proposed change in mode of working a certain seam.	1	344	—	—	344	
611	Do. -	Rotherham -	Dispute as to prices to be paid on change from day to tonnage rate in a certain seam, a price list being put forward by both sides.	1	485	—	—	485	
612	Do. -	Tamworth - -	Alleged tyranny of under manager and other grievances.	1	120	—	—	120	
613	Do. -	Near Bolton -	Against taking off of an allowance made for thin coal when coal again thick.	1	40	—	—	40	
614	Do. -	Cobbinshaw -	For advance of 1*s.* per day in wages.	1	305	—	—	305	
615	Do. -	Ebbw Vale -	Against proposal to work on day-to-day contract on account of bad trade.	1	375	—	—	375	
616	Do. -	Merthyr -	Dispute as to arrangement of prices on change from day wage rate.	1	75	—	—	75	
617	Do. -	Larkhall - -	Change of train to a time unsuitable to workmen going home.	1	300	—	—	300	
618	Do. -	Cowdenbeath -	Against dismissal of a section of men for making as "idle day" a day not agreed to by management.	1	800	—	—	800	

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	120	—	30 July	1 Nov.	Men to be paid by time rate.	Partially successful.	Negotiation	598
—	—	—	—	80	—	31 July	5 Aug.	Compromise agreed to as to prices and percentage of small coal filled.	Do.	Do.	599
—	—	—	—	200	—	2 Aug.	—	Mutual concessions resulting in satisfactory arrangements.	Do.	Do.	600
—	—	—	—	600	—	6 Aug.	6 Aug.	Amicable arrangement -	Unsuccessful	Do.	601
—	—	—	—	11	—	6 Aug.	30 Nov.	An allowance made -	Successful	Do.	602
—	—	—	—	100	—	8 Aug.	14 Aug.	To hole as required on day wages as an experiment.	Partially successful.	Do.	603
10	—	40	50	450	—	16 Aug.	16 Aug.	240 summonses served on owners and men resumed pending amicable arrangement.	Successful	Do.	604
12	—	—	12	72	—	10 Aug.	20 Aug.	Mutual concessions - -	Partially successful.	Arbitration	605
—	—	—	—	780	—	12 Aug.	17 Aug.	Increased time allowed for descending pit.	Successful	Do.	606
—	—	—	—	1,700	—	13 Aug.	24 Aug.	Work resumed pending reference to arbitration. (For terms, *see* p. 276.)	Do.	Do.	607
—	—	—	—	17	—	15 Aug.	10 Dec.	Referred to Joint Board and men awarded 3*s.* 7½*d.* per ton.	Partially successful.	Mediation	608
—	—	—	—	250	—	19 Aug.	29 Aug.	Reduction not enforced -	Successful	Negotiation	609
—	—	—	—	344	—	21 Aug.	10 Sept.	Owners offered to find explosives and gave ¼*d.* per ton advance.	Partially successful.	Do.	610
60 persons			60	545	—	20 Aug.	23 Dec.	Price list arranged, splitting the differences.	Do.	Do.	611
80	—	—	80	200	—	23 Aug.	26 Aug.	A discharged miner reinstated and other concessions made.	Do.	Do.	612
—	—	—	—	40	—	27 Aug.	24 Sept.	Referred to arbitration; work resumed in meantime; reduction of 1*d.* per ton allowed by arbitrator.	Do.	Arbitration	613
145	—	—	145	450	—	28 Aug.	2 Oct.	Men returned to work at old rate.	Unsuccessful	Submission	614
—	—	—	—	375	—	3 Sept.	3 Sept.	Men to get a week's notice and work to be found for some of the men in another pit in preference to strangers.	Partially successful.	Negotiation	615
—	—	—	—	75	—	3 Sept.	4 Sept.	Rates mutually agreed to -	Do.	Do.	616
—	—	—	—	300	—	4 Sept.	7 Sept.	Men returned to work and petitioned railway company.	Unsuccessful	Do.	617
—	—	—	—	800	—	13 Sept.	14 Sept.	Dismissed men to be reinstated, but management to have right of saying which should be the fortnightly "idle day."	Partially successful.	Do.	618

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute.			
					Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	COAL MINING—*cont.*							
	Coal Hewing—cont.							
619	Hewers	Gwaun-cae-Gurwen (Glam.).	Dispute as to filling coal	1	173	—	—	173
620	Do.	Near Whitehaven	Against a sectional reduction affecting a few men only.	1	253	—	—	253
621	Do.	Buckley	Against a reduction of prices to district rate.	1	120	—	—	120
622	Do.	Blantyre	As to deductions for foreign material.	1	180	—	—	180
623	Do.	Uddingston	Do. do.	1	27	—	—	27
624	Do.	Pemberton	Against reduction of 3*d.* per ton of an allowance.	1	100	—	—	100
625	Do.	Harthill (Lanark)	Unsatisfactory weighing machine	1	100	—	—	100
626	Do.	Llansamlet	Cause not stated	1	157	—	—	157
627	Do.	Bannockburn	Cause not stated	1	25	—	—	25
628	Do.	Near Bathgate	Dispute as to deductions for dirt and tare of hutch.	1	80	—	—	80
629	Do.	West Calder	Against new scale of deductions for dirt and for reinstatement of men discharged for sending up "dirty" hutches. (*See* note, p. 277.)	1	100	—	—	100
630	Do.	Ebbw Vale	Demand for an advance of wages by screenmen.	1	1,100	—	—	1,100
631	Do.	Do.	Whole of company's pits stopped in sympathy with the men in the previous dispute.	1	2,300	—	—	2,300
632	Do.	Near Wakefield	Refusal to "hole" the coal in the way desired by management.	1	20	—	—	20
633	Do.	Near Glasgow	Dispute as to alleged excessive deductions for dirt in coal sent up.	1	100	—	—	100
634	Do.	Port Talbot	Against alleged unjust dismissal of two men.	1	250	—	—	250
635	Do.	Chester-le-Street	Refusal to descend the pit with non-union men.	1	150	—	50	200
636	Do.	Near Blaydon	Alleged unjust dismissal of three hewers for placing "two tokens on one tub."	1	200	—	—	200
637	Do.	Blairhall	Against partial reduction of wages of 2*d.* per ton.	1	120	—	30	150
638	Do.	Blaina	Demand for payment for clearing clod in working places; for reinstatement of a discharged committee man, and for 6*d.* per day advance for hauliers.	2	3,000	—	—	3,000
639	Do.	Coalburn	Against increase in tare of hutches as dirt allowance.	1	200	—	—	200
640	Do.	Garw Valley	Against abrogation of a custom as to pay for coal broken in transit.	1	60	—	20	80
641	Do.	Hamilton	Objection to increase of ½ cwt. in "tare" of hutch for dirt in coal.	1	220	—	—	220

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
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Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
215	—	—	215	388	—	16 Sept.	17 Sept.	Men agreed to fill clean coal.	Unsuccessful	Negotiation	619
243	—	—	243	496	—	17 Sept.	26 Sept.	Disputed section of pit closed and work found for men in other sections.	Do.	Do.	620
—	—	—	—	120	—	17 Sept.	21 Oct.	Mutual concessions made	Partially successful.	Do.	621
133	—	—	133	313	—	19 Sept.	21 Sept.	Half-hundredweight to be added to tare of hutches, no further deduction for dirt, and quarter-hundredweights to be paid for.	Unsuccessful	Do.	622
4	—	—	4	31	—	25 Sept.	30 Sept.	Modification of deduction scale.	Partially successful.	Do.	623
—	—	—	—	100	—	— Sept.	—	Reduction enforced - -	Unsuccessful	Hands replaced	624
—	—	—	—	100	—	30 Sept.	1 Oct.	Machine replaced - -	Successful	Negotiation	625
—	—	—	—	157	—	— Sept.	— Sept.	Dispute settled by negotiation and work resumed, but details not obtainable.	Indefinite	Do.	626
—	—	—	—	25	—	— Oct.	—	No details of settlement -	—	—	627
—	—	—	—	80	—	1 Oct.	1 Oct.	Scale of deductions mutually arranged.	Partially successful.	Negotiation	628
25	—	—	25	125	—	1 Oct.	7 Oct.	Scale modified and the men reinstated. (*See* note, p. 277.)	Do.	Do.	629
—	—	—	—	1,100	—	1 Oct.	8 Oct.	Men returned to work pending reference to sliding scale committee.	Partially successful.	Mediation	630
—	—	—	—	2,300	—	8 Oct.	8 Oct.	Do. do. -	Do.	Do.	631
17	—	—	17	37	17	1 Oct.	14 Oct.	Temporary concession as to the height allowed for "holing."	Partially successful.	Negotiation	632
—	—	—	—	100	—	2 Oct.	2 Oct.	Old system of deductions reverted to.	Do.	Do.	633
—	—	—	—	250	—	8 Oct.	14 Oct.	Men resumed without reinstatement of the two men.	Unsuccessful	Conciliation	634
—	—	—	—	200	—	11 Oct.	15 Oct.	Men summoned, but summonses not proceeded with; non-union men promising to join union.	Successful	Negotiation	635
—	—	—	—	200	—	21 Oct.	30 Oct.	The custom contended for by the men was sustained by arbitration.	Do.	Arbitration (*See* Appendix II., p. 238.)	636
—	—	—	—	150	—	23 Oct.	24 Oct.	Compromise: reduction of 1*d.* per ton.	Partially successful.	Negotiation	637
—	—	—	—	3,000	—	25 Oct.	31 Oct.	Dispute as to "clod" scale referred to joint committee. Hauliers received advance of 6*d.* per day. Committee man reinstated.	Do.	Do.	638
—	—	—	—	200	—	25 Oct.	2 Nov.	Tare of hutches increased 28 lbs.	Unsuccessful	Do.	639
—	—	—	—	80	—	26 Oct.	7 Nov.	Careful filling promised by men, and old custom retained.	Successful	Conciliation	640
311	—	—	311	551	—	28 Oct.	4 Nov.	Increased "tare" accepted	Unsuccessful	Submission	641

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	COAL MINING—*cont.*							
	Coal Hewing—cont.							
642	Hewers -	Near Wigan -	Disagreement as to field price on tonnage: 1*s.* 7*d.* offered, 1*s.* 8*d.* demanded.	1	38	—	21	59
643	Do. -	Hamilton -	Dispute as to reduction of tonnage rates alleged to be equal to 1*s.* per day.	1	580	—	70	650
644	Do. -	Maesteg -	A dispute as to a certain seam in one of the company's pits began April 1st, 1894.* In November 1895 this was still unsettled, and the hands at this pit were locked out.	1	700	—	—	700
645	Do. -	Cornsay (Durham).	Owing to unremunerative working of drift, men were asked to work somewhat longer hours: on refusal, drift was closed on November 4th to 120 men and boys. On December 18th the remainder of hands came out in sympathy.	1	325	—	20	345
646	Do. -	Near Wigan -	For advance of 2*d.* per ton to make up to district rate.	1	134	—	—	134
647	Do. -	Merthyr Tydvil -	Proposed partial reduction of an allowance made in certain seams affecting 393 men, and for replacement of 40 men.	1	2,029	—	—	2,029
648	Do. -	Wingate (Durham).	Against men who refused to pay up arrears to union.	1	500	—	—	500
649	Do. -	Near Barnsley -	Men objected to retareing of weighing machine.	1	150	—	—	150
650	Do. -	Near Bolton -	Against proposed reduction of wages consequent upon new method of coal getting.	1	74	—	—	74
651	Do. -	Coleford - -	Refusal to accept a revised scale of prices entailing a lower rate for certain work.	1	520	—	—	520
652	Do. -	Near Sunderland	Refusal of part of men to work a night shift.	1	75	—	—	75
653	Do. -	Lochgelly -	Proposed reduction of 50 per cent. on price paid for brushing, alleged to mean 6*d.* per day.	1	110	—	—	110
	Surfacemen, Datallers, &c.							
654	Banksmen -	Wakefield -	Against banking coal with one man less than before.	1	35	—	—	35
655	Do. -	Near Pontefract	Against reduction in the number of men employed at bank in consequence of lessened speed in pulling.	1	19	—	—	19
656	Do. -	Near Sheffield -	Against re-starting old hands at a reduced rate of wages and to compel men to join union.	1	175	—	—	175

* See dispute No. 562, page 122.

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
33	12	—	45	104	—	1895. 29 Oct.	1896. 14 Jan.	Owners guaranteed a minimum daily wage of 6s. for each collier until conditions of working became more favourable.	Partially successful.	Negotiation	642
—	—	—	—	650	—	1 Nov.	1895. 14 Nov.	Reduction enforced	Unsuccessful	Submission	643
—	—	—	—	700	—	1 Nov.	1896. 8 Feb.	Mutual concessions made as to price of working the disputed seam.	Partially successful.	Conciliation	644
209	—	52	261	606	—	4 Nov. and 18 Dec.	6 Mar.	Employers agreed not to interfere with working hours when the drift in question should be re-opened, and to employ the men of that drift at the main colliery in preference to strangers.	Do.	Negotiation	645
—	—	—	—	134	—	6 Nov.	1895. 26 Nov.	Men resumed at same rate as before, but an allowance to be made for timbering.	Do.	Do.	646
—	—	—	—	2,029	—	11 Nov.	18 Nov.	Men returned to work at old rates pending full consideration of the allowance question; men not replaced.	Do.	Do.	647
—	—	—	—	500	—	25 Nov.	26 Nov.	Men joined the union and paid up arrears.	Successful	Do.	648
—	—	—	—	150	—	3 Dec.	5 Dec.	Men agreed to retareing of machine.	Unsuccessful	Do.	649
—	—	—	—	74	—	3 Dec.	—	Mine stopped - -	Do.	Pit closed	650
—	—	—	—	520	—	9 Dec.	—	Still unsettled in Oct. 1896.	—	—	651
—	—	—	—	75	—	18 Dec.	—	Hands dispensed with -	Unsuccessful	Hands dispensed with.	652
—	—	—	—	110	—	30 Dec.	1896. 8 Jan.	Compromise by an advance of 2d. per ton on tonnage rate.	Partially successful.	Negotiation	653
480	—	—	480	515	—	15 Feb.	1895. 15 Feb.	The additional man allowed.	Successful	Do.	654
820	—	—	820	839	—	1 Mar.	11 Mar.	The change was enforced.	Unsuccessful	Submission	655
700	—	—	700	875	—	7 Aug.	10 Aug.	Work resumed on assurance that no men should be started at less than current rate; some men joined union.	Partially successful.	Negotiation	656

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Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Directly. Number of Persons directly concerned in Dispute.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	COAL MINING—*cont.*							
	Surfacemen, Datallers, &c.—cont.							
657	Banksmen -	Mexbro' - -	Alleged reduction of wages in excess of that agreed to by the Conciliation Board; against system of fines, and for reduction in working hours.	1	308	—	—	308
658	Surfacemen, &c.	Dukinfield -	Against reduction in wages -	1	115	—	—	115
	Hauliers, Drawers, and Pit Lads.							
659	Hauliers - -	Merthyr -	Temporary insufficiency of corn to fill the nose bags of all the horses.	1	21	—	—	21
660	Do.	Do. - -	Against the enforcement of the penalties imposed in the preceding case.	1	150	—	—	150
661	Do. -	Ebbw Vale - -	Because not allowed a full day for short turns on Saturday and Monday.	1	75	—	—	75
662	Putters -	Near Gateshead	For an advance of wages -	1	41	—	—	41
663	Hauliers - -	Maesteg (Glam.)	Objection to work with non-unionists.	1	57	—	—	57
664	Do. -	Do. -	Grievances connected with sharing turns with trams.	1	100	—	—	100
665	Boys - -	Eckington -	Against stoppage of ¼ day's wages because of scarcity of wagons.	1	—	—	180	180
666	Pony boys -	Killamarsh (Derbyshire).	For 4*d.* a day advance of wages -	1	—	—	180	180
667	Putters - -	Near Wingate (Durham)	Dispute as to alleged improper measurements and consequent dismissal of three putters.	1	—	—	82	82
668	Drivers -	Bagillt (Flint) -	For an advance in wages -	1	—	—	56	56
669	Boys - -	Near Chesterfield.	For an advance of wages -	1	—	—	100	100
670	Putters -	Hebburn-on-Tyne.	Against dismissal of one of their number.	1	—	—	66	66
671	Do. -	Denby (Derby)	For an advance of 3*d.* per day. (*See* note p. 278.)	1	—	—	60	60

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly. Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
1,036	—	389	1,425	1,733	—	1895. 23 Oct.	1895. 23 Nov.	Excess reductions in wages to be redressed, fines to be abolished, but no reduction of hours or advance on standard rates to be made.	Partially successful.	Negotiation	657
554	—	—	554	669	—	3 Dec.	5 Dec.	Men resumed at old rate of wages.	Successful	Do.	658
250	—	—	250	271	—	25 Feb.	25 Feb.	The hauliers were summoned and fined 2*l.* and costs each.	Unsuccessful	Submission	659
850	—	—	850	1,000	—	28 Mar.	30 Mar.	Hauliers to pay the costs (6*s.* each), but claim for damages not enforced.	Partially successful.	Negotiation	660
800	—	—	800	875	—	9 April	11 Apr.	Arrangement made as to stoppage on short days.	Do.	Do.	661
430	—	—	430	471	—	24 June	29 June	Putters summoned and fined 10*s.* and 4*s.* costs each, and on a second summons 3*s.* 6*d.* costs. Mode of payment rearranged, but no actual advance given.	Unsuccessful	Conciliation	662
340	—	—	340	397	—	1 Aug.	7 Aug.	Non-union men agreed to join the union.	Successful	Negotiation	663
530	—	—	530	630	—	7 Aug.	9 Sept.	Work resumed on old conditions but will not divide the trams; some men summoned and fined 12*s.* 6*d.* each and costs.	Unsuccessful	Do.	664
770	—	—	770	950	—	19 Aug.	21 Aug.	Time stopped paid up	Successful	Do.	665
770	—	—	770	950	—	4 Sept.	4 Sept.	Advance of 2*d.* per day given.	Partially successful.	Do.	666
920	—	180	1,100	1,182	—	30 Sept.	7 Oct.	Putters summoned and ordered to pay 90*l.* as damages and costs. Union intervened and compromise arranged, work being re-measured.	Do.	Conciliation	667
400	—	—	400	456	—	21 Oct.	22 Oct.	Work resumed at old rate by all but 15, who were replaced.	Unsuccessful	Submission and hands replaced.	668
400	—	—	400	500	—	11 Nov.	12 Nov.	Day boys received an advance of 2*d.* to 3*d.* per day, and putters of $\frac{1}{2}$*d.* per score.	Successful	Negotiation	669
1,264	—	—	1,264	1,330	—	11 Dec.	16 Dec.	Pit entirely idle two days. Putters returned on 16th December, and had to pay 30*s.* each as damages.	Unsuccessful	Submission	670
340	—	—	340	400	—	12 Dec.	16 Dec.	Work resumed unconditionally, but afterwards some boys were promoted, and those taking their places received advances of 1*d.* or 2*d.* per day.	Partially successful.	Negotiation	671

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	COAL MINING—*cont.*							
	Coke Making.							
672	Coke drawers	Near Maryport	Against reduction of 1*d.* per oven to bring down to level of district.	1	16	—	—	16
673	Do.	Blaydon-on-Tyne	Excessive accumulation of coke on benches, for casting which men allege they were not properly paid.	1	20	—	—	20
	Colliery Enginemen, Stokers, &c.							
674	Enginemen	Ebbw Vale	Because after an advance of wages certain allowances were stopped.	1	6,000 persons directly and indirectly affected. (The exact number of enginemen has not been obtained.)			6,000
675	Enginemen and stokers.	Ferndale (Glam.)	For advance in rate of wages	1	50	—	—	50
676	Do.	Cwmtillery	For advance of wages of from 2*d.* to 8*d.* per day.	1	1,450 (This includes the miners thrown out, as the number of enginemen directly affected has not been obtained.)	—	—	1,450
677	Enginemen, stokers and fitters.	Rhymney Valley	For shorter hours and advance of wages.	1	53	—	—	53
	MISCELLANEOUS MINING.							
	Fireclay.							
678	Fireclay miners	Near Paisley	Men laid pit idle one day and were locked out.	1	26	—	—	26
679	Boys	Dreghorn (Ayrshire).	For an advance of wages	1	20	—	—	20
	Iron Mining.							
680	Ironstone miners	Barkip (Ayrshire)	For advance in wages of 4½*d.* per ton on existing rates.	1	65	—	—	65
681	Do.	Dalry (Ayrshire)	For advance in wages of 6*d.* per day.	1	300	—	—	300
	Tin Mining.							
682	Tin miners	Near Redruth	Inability of one mining company to continue pumping caused refusal of men in other mines to work from fear of flooding.	4	1,000	—	—	1,000
	QUARRYMEN AND SETT MAKERS.							
683	Quarrymen	Wirkworth	For advance of wages	1	25	—	—	25

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly. Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	16	—	21 Jan.	29 Jan.	New men employed -	Unsuccessful	Hands replaced	672
7	—	—	7	27	—	4 Dec.	11 Dec.	Men summoned and mulcted in damages and costs to the amount of 20*l.* 15*s.* 6*d.*, but accumulation was removed during stoppage.	Do.	Submission	673
—	—	—	—	6,000	—	13 Jan.	21 Jan.	After friendly interview with management men returned to work on a general understanding that grievances would be considered.	Partially successful.	Negotiation	674
4,000	—	—	4,000	4,050	—	1 July	4 July	Men resumed work pending a reference to a joint committee.	Do.	Conciliation	675
—	—	—	—	1,450	—	1 Aug.	15 Aug.	Work resumed on old conditions, the whole dispute to be referred to a joint committee.	Do.	Do.	676
3,177	—	—	3,177	3,230	—	1 Nov.	11 Nov.	Work resumed on previous conditions pending arbitration.	Do.	Arbitration.	677
—	—	—	—	26	—	— April	—	New men employed -	Unsuccessful	Hands replaced	678
—	—	—	—	20	—	24 June	—	Half the number dispensed with and the others allowed to resume at old rate of wages.	Do.	Submission and hands replaced.	679
—	—	—	—	65	—	9 July	—	On September 11th an increase of 3¾*d.* per ton offered but refused by men, some resumed work and others found work elsewhere.	Partially successful.	Negotiation and hands partially replaced.	680
—	—	—	—	300	—	9 Sept.	11 Sept.	After stoppage of two days an interview with manager resulted in concession of advance.	Successful	Negotiation	681
—	—	—	—	1,000	—	15 May	16 May	Undertaking by companies concerned to run the engine jointly.	Do.	Do.	682
—	—	—	—	25.	—	25 Jan.	28 Jan.	All but four or five resumed work on old conditions.	Unsuccessful	Submission	683

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	MISCELLANEOUS MINING—*cont.* QUARRYMEN AND SETT MAKERS—*cont.*							
684	Quarrymen and carters.	Glenarm (co. Antrim).	Against reduction of wages ½*d.* per ton quarrymen and 1*s.* per week carters.	1	100	—	—	100
685	Quarry labourers	Near Loughborough.	Against order to start work only at quarter time when day broken from rain or other reasons.	1	150	—	—	150
686	Sett makers -	Condorrat (Dumbarton).	Difference as to interpretation of price list for certain sized setts.	1	38	—	6	44
687	Do. -	Inverkeithing -	Refusal to sign bill of prices because of having to assist in loading setts, estimated as a loss of 2*l.* per year.	1	30	—	—	30
688	Do. -	Pwllheli - -	Dispute as to who should pay for lights used when loading setts at night.	1	80	—	—	80
689	Do. -	Inverkeithing -	Objection to use of a special gauge for setts without rise of price, said to be equal to 1*s.* per ton. (*See* note, p. 278.)	1	13	—	—	13
690	Blockers - -	Enderby, Leicestershire.	Men wanted an increase of 1*d.* per ton on "rough" after some change in mode of working.	1	24	—	—	24
691	Sett makers -	Near Dumfries -	For increase of 1*s.* per ton in price.	1	7	—	—	7
692	Do. -	Collessie (Fife) -	For advance of wages ¼*d.* per foot on edge kerb.	2	8	—	1	9
693	Do. -	Creetown (Kirkcudbright).	For advance of wages on being required to drill their own stone.	1	13	—	—	13
694	Slate quarrymen	Moeltryfan (Carnarvon).	For advance in wages to level of district.	1	196	—	—	196
	MUNICIPAL EMPLOYMENT.							
695	Carters (public cleansing).	Govan - -	Misunderstanding as to certain contemplated changes in hours and wages, men all desiring an advance.	1	8	—	—	8
696	Vestry employees (refuse loading).	London, S.E. -	Against proposed reversion to piece-working, after being employed on the day system since June 1894.	1	9	—	—	9
697	Do. -	Do. -	Refusal to accept the piece-work system. (*See* result of foregoing dispute.)	1	9	—	—	9
	PAPER AND STATIONERY MANUFACTURE.							
698	Paper makers -	Ballyclare (co. Antrim).	Against proposed reduction in wages.	1	12	—	—	12
699	Fancy box makers	Aberdeen - -	Objection of employer to pay "lie time" to make up a full week's wages after four days had been taken as holiday.	1	17	—	—	17

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	100	—	1895. 30 Jan.	1895. —	No details of settlement	—	—	684
—	—	—	—	150	—	27 Mar.	1 April	Some modification of order made.	Partially successful.	Negotiation	685
—	—	—	—	44	—	9 April	19 April	Mutual understanding arrived at.	Do.	Conciliation	686
—	—	—	—	30	—	25 May	8 June	Men not to assist in loading setts in future.	Successful	Negotiation	687
—	—	—	—	80	—	3 June	10 June	Employer to provide the lights.	Do.	Do.	688
—	—	—	—	13	—	24 June	2 July	Work resumed on old conditions as to gauging.	Do.	Do.	689
—	—	—	—	24	—	27 June	1 July	Advance of 1*d.* per ton given.	Do.	Do.	690
—	—	—	—	7	—	1 Dec.	—	Men left the place and found work elsewhere.	Unsuccessful	Men dispersed	691
—	—	—	—	9	—	9 Dec.	—	Do. do.	Do.	Do.	692
—	—	—	—	13	—	19 Dec.	1896. 17 Jan.	Mutual concessions	Partially successful.	Negotiation	693
—	—	—	—	196	—	30 Dec.	13 Jan.	Advance in wages granted to quarrymen of 9*d.* per day, untoppers 5*d.*, and labourers 2*d.*	Successful	Do.	694
6	—	—	6	14	7	21 Jan.	1895. 22 Jan.	Explained to men that changes were not intended to be general.	Unsuccessful	Do.	695
—	—	—	—	9	—	29 May	30 May	Work resumed pending consideration by a committee, which approved the principle of piece-working.	Do.	Do.	696
—	—	—	—	9	—	5 June	12 June	Day-working system to be re-introduced at 6*d.* per hour for 58½ hours per week.	Successful	Do.	697
144	—	—	144	156	—	24 June	1 July	Mutual concessions, and work resumed.	Partially successful.	Do.	698
—	—	—	—	17	—	29 July	29 July	Employer agreed to pay the "lie time" as wages on pay day.	Successful	Conciliation	699

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	POTTERY TRADE.							
700	Printers and transferrers.	Burslem - -	For advance in prices for a new pattern, alleged to be more difficult to work.	1	16	32	16	64
	PRINTING AND BOOK-BINDING TRADES.							
	PRINTING.							
701	Compositors -	Swansea - -	Alleged excessive boy labour and under-payment of journeymen.	1	7	—	—	7
702	Do. -	Stockport - -	Objection to inclusion in newspaper of matter set up in type by female labour at Manchester.	1	21	—	—	21
703	Do. -	Glasgow - -	Refusal to work with non-union men as desired by employer.	1	6	—	—	6
704	Do. -	Leith - -	For advance in wages and reduction in hours to the Edinburgh rates.	1	3	—	—	3
705	Do. -	Tralee - -	For advance in wages and reduction in hours.	1	6	—	—	6
706	Do. -	Dublin - -	Against introduction of a non-union stereotyper to work at case.	1	3	—	—	3
707	Do. -	Bath - -	Refusal to set "marked" copy, which would enable employer to trace exact amount of work done by each man.	1	4	—	2	6
708	Do. -	Leeds - -	Against employment of a "machineman" to set type.	1	2	—	—	2
	BOOKBINDING.							
709	Bookbinders -	Hull - -	Employer had advertised for new men, alleged to be in consequence of action of some of those already in his employ.	1	5	—	—	5
710	Folders and stitchers.	London, N. -	For advance in wages of 3*d.* per 1,000 copies.	1	—	75	—	75
711	Bookbinders -	Dublin - -	Against employment of female and alleged unskilled labour as assistants.	1	19		—	19
	SADDLE AND HARNESS TRADES.							
712	Buckle makers -	Walsall - -	Against proposed reduction in wages of 25 per cent.	1	—	—	—	—
	TEXTILE TRADES.							
	COTTON MANUFACTURE.							
713	Weavers -	Padiham	Against alteration in mode of payment.	1		150 persons.		150
714	Machine feeders (blowing room)	Dukinfield -	Dissatisfaction with conduct of manager.	1		4	—	4

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	64	—	1895. 30 Sept.	1895. 8 Oct.	Work resumed without any increase in prices.	Unsuccessful	Submission	700
—	—	—	—	7	—	1 Mar.	—	Places filled up, and office closed to union men.	Unsuccessful	Hands replaced	701
—	—	—	—	21	—	12 April	—	Replaced by non-union men.	Do.	Do.	702
—	—	—	—	6	—	27 April	—	Shop closed to union men	Do.	Do.	703
—	—	—	—	3	—	29 June	—	Replaced by non-unionists and apprentices.	Do.	Do.	704
—	—	—	—	6	—	22 Aug.	—	Places filled up by other men.	Do.	Do.	705
—	—	—	—	3	—	14 Oct.	—	Places filled by non-unionists.	Do.	Do.	706
1	—	—	1	7	—	25 Oct.	—	Do. do.	Do.	Do.	707
—	—	—	—	2	—	4 Dec.	14 Dec.	Places filled by other men	Do.	Do.	708
—	—	—	—	5	—	27 April	30 April	Dispute amicably settled by interview with union secretary, the employer agreeing to apply to him in case of vacancies.	Successful	Negotiation	709
—	—	—	—	75	—	25 Nov.	3 Dec.	40 resumed work, the job in dispute having meanwhile been done elsewhere, the remainder obtained other employment.	Unsuccessful	Cause removed and hands replaced.	710
—	—	—	—	19	12	6 Dec.	—	Replaced by other men	Do.	Hands replaced	711
—	—	—	—	—	—	2 days in Oct.		Work resumed at previous rate of wages.	Successful	Negotiation	712
50 Persons.			50	200	—	2 Jan.	7 Jan.	The usual method of payment to be still observed.	Do.	Do.	713
—	—	—	—	4	—	4 Jan.	4 Jan.	Places filled the same day with operatives supplied by union executive, the strike having taken place without sanction.	Unsuccessful	Hands replaced	714

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute.			
					Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	COTTON MANUFACTURE—*cont.*							
715	Piecers and minders.	Stalybridge -	Piecers struck against discharge of one of their number. Minders locked out for allowing piecers to go out without acquainting overlookers.	1	90 men and women		40	130
716	Piecers - -	Near Farnworth	Alleged bad material for spinning.	1		55 persons		55
717	Cardroom hands, spinners, &c.	Rochdale - -	For discharge of non-unionists alleged to have caused annoyance in cardroom to unionists.	1		184 persons		184
718	Jack frame tenters.	Ashton-under-Lyne.	Employers complained of bad work, and one operative resigned in consequence. The other tenters came out in sympathy.	1	—	9	—	9
719	Weavers -	Stockport -	In consequence of discharge of certain overlookers the weavers refused to work with the new men engaged in their places.	1		500 persons		500
720	Loomers and drawers.	Preston - -	To enforce Blackburn list of prices, and on account of dissatisfaction with the apprenticeship indentures of the firm.	1	10	—	—	10
721	Weavers -	Oswaldtwistle -	Against alleged under-paying when new sorts were put in.	1		80 persons		80
722	Little tenters -	Heywood -	Against fresh frame tenter being engaged instead of promotion of back tenter.	1	—	—	20	20
723	Weavers	Padiham - -	Alleged payment at less than list prices.	1		74 persons		74
724	Do. - -	Do. - -	Against excessive infusion of steam into weaving sheds.	1		67 persons		67
725	Do. - -	Preston -	Against discharge of two weavers for refusal to engage tenters.	1		285 persons		285
726	Do. - -	Do. - -	Against discharge of a weaver for alleged bad work.	1	75	175	—	250
727	Reelers - -	Oldham -	Alleged bad material, causing reduced earnings.	1	—	30	—	30
728	Weavers - -	Padiham - -	Alleged excessive steaming in weaving sheds.	1		360 persons		360
729	Do. -	Blackburn -	Alleged bad materia[illegible] - -	1		320 persons		320
730	Spinners -	Burnley -	Objection to action of some fellow spinners, who were alleged to be spinning finer counts than others for the same rate of wages.	1	45	—	15	60
731	Weavers - -	Nelson - -	Alleged bad material - -	1		110 persons		110
732	Do. -	Blackburn -	Alleged non-fulfilment of promise at end of a previous dispute (No. 729) to inquire into grievances as to material.	1	224 adults		86	310

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	130	—	16 Jan.	24 Jan.	Two minders and two piercers discharged, others resumed work.	Unsuccessful	Submission and hands replaced.	715
Included indirectly affected				55	—	21 Jan.	5 Feb.	Piecers resumed work unconditionally, with exception of two leaders.	Do.	Submission	716
—	—	—	—	184	—	23 Jan.	26 Jan.	Work resumed by those whose places had not been filled up. Conference between employers' and operatives' associations did not arrive at any definite conclusion.	Do.	Submission and hands replaced.	717
—	—	5	5	14	—	19 Feb.	20 Feb.	Union secretary interviewed employer, and strikers were allowed to return.	Do.	Submission	718
—	—	—	—	500	—	4 Mar.	11 Mar.	Weavers, who had struck without the approval of their union, resumed work without attaining their object.	Do.	Do.	719
260 persons			260	270	—	Mar.	—	Firm closed mill for an indefinite period.	Do.	Mill closed	720
—	—	—	—	80	—	27 Mar.	27 April	List prices to be paid in future.	Successful	Negotiation	721
—	—	—	—	20	—	18 April	18 April	Firm agreed to promote back tenters as vacancies occurred.	Partially successful.	Do.	722
—	—	—	—	74	—	4 May	25 May	List prices paid, equivalent to an increase of $2\frac{1}{2}d.$ per loom.	Successful	Do.	723
—	—	—	—	67	3	6 May	10 May	Steaming entirely abolished	Do.	Conciliation	724
35 persons			35	320	—	7 May	7 May	Weavers re-instated, but tenters to be engaged if found necessary to complete tale of work.	Partially successful.	Do.	725
40 persons			40	290	—	16 May	17 May	Alleged bad work to be examined.	Do.	Do.	726
—	—	—	—	30	—	20 May	22 May	Work resumed on old conditions.	Unsuccessful	Submission	727
50 persons			50	410	6	30 May	26 Sept.	Steam to be infused only on cold dry days, and then not after temperature of 64° had been reached.	Successful	Conciliation	728
—	—	—	—	320	—	12 June	20 June	Complaints to be inquired into, and improvement to be made where possible.	Do.	Negotiation	729
21	31	—	52	112	—	14 June	22 June	Spinners returned to work and agreed to pay a fine of *7s. 6d.* per pair of mules.	Unsuccessful	Submission	730
—	—	—	—	110	—	22 June	25 June	Material to be improved. Extra pay on one sort also said to have been conceded by employers.	Successful	Negotiation	731
300 persons			300	610	—	24 June	26 June	Complaints to be inquired into at once.	Do.	Do.	732

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	COTTON MANUFACTURE—*cont.*							
733	Weavers -	Blackburn -	Alleged bad material - -	1		187	88	275
734	Twisters and drawers.	Burnley - -	For advance in wages to twisters	85	330	—	—	330
735	Piecers and creelers.	Tyldesley -	Piecers struck against appointment of man from another mill, belonging to the firm, to a vacancy. Creelers came out in sympathy.	1		42 persons		42
736	Tacklers - -	Clitheroe - -	For advance in wages - -	1	5	—	—	5
737	Weavers -	Padiham -	For abolition of steaming in weaving shed.	1		100 persons		100
738	Do. -	Blackburn -	Alleged tyranny of cloth looker	1	25	100	75	200
739	Do. - -	Padiham -	For abolition of the practice of throwing water on the floor of the shed.	1		130 persons		130
740	Piecers - -	Manchester -	Against reduction in wages -	1	30	—	30	60
741	Reelers -	Hindley - -	For re-instatement of a reeler, discharged for being late.	1		40 persons		40
742	Weavers - -	Blackburn -	Objection to action of overlooker in discharging two weavers.	1		180 persons		180
743	Spinners - -	Oldham -	Alleged bad material and consequent low earnings.	1	29	17	37	83
744	Weavers and winders.	Heywood - -	Against proposed reduction in wages of 5 per cent.	1		150 persons		150
745	Cotton operatives.	Oldham -	For re-instatement of 16 male cardroom hands, who were discharged for refusing to do outside work (window cleaning) without extra pay.	1	113	61	59	233
746	Weavers -	Darwen - -	Alleged bad material - -	1		150 persons		150
747	Cotton bleachers and dyers.	Stalybridge -	For advance in wages and reduction in hours.	1		400	140	540
748	Cardroom operatives (and spinners in sympathy).	Ashton-under-Lyne.	For payment of work in excess of standard, alleged to have been performed by grinders; and for payment of a week's wages to a dismissed tenter.	1	100	58	82	240
749	Spinners - -	Wigan - -	Against discharge of a minder, a prominent trade unionist.	1	31	74	—	105
750	Cardroom operatives.	Oldham -	Notice to leave given to 13 operatives, consequent on re-arrangement of card-room machinery.	1	155	84	93	332

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
	80 persons		80	355	—	26 June	1 July	Complaints to be inquired into on resumption of work.	Partially successful.	Negotiation	733
—	—	—	—	330	—	26 June	2 July	Work resumed at old rate of wages.	Unsuccessful	Negotiation and submission.	734
	66 persons		66	108	—	1 July	4 July	Piecers returned unconditionally.	Do.	Submission	735
—	—	—	—	5	—	4 July (Lasted 1 week)	—	New men obtained in about one week.	Do.	Hands replaced	736
	120 persons		120	220	—	5 July (Lasted half an hour.)	5 July	Employer agreed to cease infusing steam.	Successful	Negotiation	737
	50 persons		50	250	—	8 July	17 July	Work resumed under old conditions.	Unsuccessful	Submission	738
—	—	—	—	130	—	10 July	10 July	Practice to be discontinued.	Successful	Negotiation	739
	90 persons		90	150	—	25 July	29 July	Piecers and minders agreed to settle the dispute. Piecers retained old rates, the spinners' share being reduced.	Do.	Do.	740
	73 persons		73	113	—	25 July	8 Aug.	Reelers returned to work unconditionally.	Unsuccessful	Submission	741
—	—	—	—	180	—	7 Aug.	19 Sept.	Work resumed pending arbitration, the overlooker being, meanwhile, suspended. The award was that the overlooker and one of the weavers should be re-instated, but the other to remain suspended.	Partially successful.	Arbitration (*See* Appendix I., p. 235.)	742
	71 persons		71	154	—	9 Aug.	—	Still unsettled in October 1896.	—	—	743
	50 persons		50	200	—	26 Aug.	26 Aug.	Proposed reduction withdrawn.	Successful	Negotiation	744
10	—	—	10	243	—	28 Aug.	14 Sept.	Work resumed under old arrangements. Matters in dispute to be discussed at a meeting of the committee of the operatives and employers' associations.	Indefinite	Conciliation	745
	130 persons		130	280	—	29 Aug.	29 Aug.	Promise of improved material.	Successful	Negotiation	746
—	—	—	—	540	460	29 Aug.	10 Dec.	Work resumed at old rates by those whose places had not been filled up. Firm promised to consider any grievances within three months of resumption of work.	Unsuccessful	Submission and hands replaced.	747
—	—	—	—	240	—	30 Aug.	23 Sept.	Week's wages paid, and extra work taken off.	Successful	Negotiation	748
—	—	—	—	105	—	6 Sept.	12 Sept.	Places gradually filled by women minders. Full complement obtained by December 12th.	Unsuccessful	Hands replaced	749
	163 persons		163	495	—	9 Sept.	14 Sept.	Eleven out of the 13 discharged operatives re-engaged.	Partially successful.	Negotiation	750

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	COTTON MANUFACTURE—*cont.*							
751	Ring frame and throstle piecers.	Shaw, Oldham -	Dispute relative to the extra remuneration to be paid for increase in number of spindles in frames, an advance of 9*d.* per week being desired.	1	—	—	55	55
752	Spinners, piecers, creelers, and card-room hands.	Bolton - -	Spinners required firm to pay for extra assistance rendered necessary by the firm spinning more of an inferior class of cotton. Card-room hands required settlement of various questions for some time unsettled.	1	80	60	40	180
753	Weavers -	Padiham -	For abolition of steaming in weaving sheds.	1		235 persons		235
754	Do. - -	Do. -	Do. do. -	1		333 persons		333
755	Drawing tenters	Salford - -	Against proposed reduction in wages of 7*s.* per week.	1	—	11	—	11
756	Weavers -	Blackburn -	Alleged bad material - -	1		270 persons		270
757	Do. -	Bury - -	For re-instatement of a weaver stated to have been discharged without just cause.	1		200 persons		200
758	Do. -	Preston - -	Grievances in connection with internal working arrangements of mill.	1		260 persons		260
759	Tenters and piecers.	Elton (Lanc.) -	A minder having threatened to reduce his back tenter's wages 6*d.* per week, the remainder of the tenters and piecers struck in support.	1	—	—	15	15
760	Cotton dyers -	Manchester -	For advance in wages -	1		134 persons		134
761	Weavers - -	Barnoldswick -	To enforce payment according to the uniform list of prices.	4		275 persons		275
762	Piecers - -	Heywood - -	Protest against employment of a piecer from a mill where a strike was in progress.	1	—	—	—	—
763	Do. - -	Slaithwaite, Yorks.	For advance in wages - -	1	—	—	130	130
764	Weavers - -	Blackburn -	Alleged bad material and conditions of working.	1		110 persons		110
765	Do. - -	Blackburn -	Alleged bad material - -	1		240 persons		240
766	Ring spinners -	Heywood - -	Alleged bad material and consequent low earnings.	1		18 persons		18
767	Weavers - -	Clayton-le-Moors	For payment of the usual extra 1*d.* per cut for sacrillia headings.	1		150 persons		150
768	Do. - -	Near Clitheroe -	Alleged objectionable conduct of certain overseers.	1		110 persons		110
769	Reelers -	Oldham -	Against proposed reduction in wages said to amount to 15 to 20 per cent.	1	—	36	—	36

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
	160 persons		160	215	—	9 Sept.	19 Sept.	Three throstle piecers discharged. Ring frame tenters to do the extra work at an advance of 6*d.* per week.	Partially successful.	Negotiation	751
	520 persons		520	700	—	19 Sept.	26 Sept.	An additional piecer allowed, for which the firm agreed to pay. Matters in dispute with card-room hands to be referred to secretaries of employers and operatives.	Do.	Do.	752
—	—	—	—	235	—	26 Sept.	26 Sept.	No steam to be infused until October 1st, and after that date none to be infused after temperature had reached 64°.	Do.	Do.	753
—	—	—	—	333	—	26 Sept.	26 Sept.	No steam to be infused after temperature had reached 64°.	Do.	Conciliation.	754
—	11	—	11	22	—	26 Sept.	26 Sept.	Tenters submitted to a reduction of 3*s.* 6*d.* per week.	Do.	Negotiation	755
—	—	—	—	270	—	2 Oct.	4 Oct.	Work resumed pending an inquiry into question by operatives' secretary and the firm.	Do.	Do.	756
	250 persons		250	450	—	3 Oct.	5 Oct.	Amicable settlement effected by employer and union secretary.	Do.	Do.	757
—	—	—	—	260	—	10 Oct.	11 Oct.	Causes of complaint removed.	Successful	Do.	758
—	—	—	—	15	—	10 Oct.	10 Oct.	Employer compelled minder to continue old rates to the back tenter in question.	Do.	Conciliation by intervention of employer.	759
	120 persons		120	254	—	14 Oct.	4 Nov.	Employers obtained a new set of non-union operatives. About 20 of the original hands were reinstated.	Unsuccessful	Hands replaced and submission.	760
—	—	—	—	275	—	16 Oct.	—	Still unsettled June 1896*	—	—	761
—	—	—	—	—	—	— Oct. (Dates not stated.)	—	Work resumed. The case was amicably settled at a meeting of the employers' and operatives' associations.	Partially successful.	Negotiation	762
—	—	—	—	130	—	26 Oct.	1 Nov.	Spinners conceded piecers an advance, part of which is to be allowed by the firm.	Successful	Do.	763
	24 persons		24	134	15	30 Oct.	4 Nov.	Material and conditions of working improved.	Do.	Do.	764
—	—	—	—	240	—	30 Oct.	5 Nov.	Promise of better material	Do.	Do.	765
—	—	—	—	18	—	1 Nov.	4 Nov.	Returned to work unconditionally.	Unsuccessful	Submission	766
—	—	—	—	150	—	6 Nov.	13 Nov.	Employer agreed to pay price demanded, with back pay from the beginning of the sorts inquestion.	Successful	Conciliation (Union Secretary.)	767
	46 persons		46	156	—	16 Nov.	25 Nov. 1896.	Returned to work unconditionally.	Unsuccessful	Submission	768
—	—	—	—	36	—	21 Nov.	27 Jan.	Reelers to work for one month at a reduction of 12 per cent. on certain classes, pending thorough investigation of the case, and to be relieved of the work of carrying to and fro.	Partially successful.	Negotiation	769

* Intimation of the collapse of this dispute in October 1896 was received on the eve of going to press, but too late for alteration of total figures.

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of			
					Directly.			
					Number of Persons directly concerned in Dispute.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	COTTON MANUFACTURE—*cont.*							
770	Spinners	Oldham	To compel employer to reduce speed of mules, the quality of material being complained of.	1	110	—	—	110
771	Weavers	Haslingden	Alleged bad material	1	310 persons			310
772	Overlookers	Preston	For minimum wage of 2*l.* per week on account of low earnings by poundage.	1	7	—	—	7
773	Weavers	Burnley	Alleged excessive fining by a new official.	1	330 persons			330
774	Spinners	Hyde	Alleged bad material and for advance in wages.	1	72	—	—	72
	Fustian Manufacture.							
775	Fustian cutters	Macclesfield	For advance in wages to the Congleton rates.	4	100	—	—	100
776	Do.	Congleton	For advance in wages	—	1,080	—	—	1,080
777	Fustian weavers	Leigh	Alleged payment at less than list prices.	1	120 persons			120
778	Fustian cutters	Hebden Bridge	For advance in wages of 5 per cent.	1	35	—	—	35
	JUTE WORKING.							
779	Jute weavers	Dundee	To obtain extra payment for alleged bad yarn.	1	20	121	6	147
780	Yarn dyers (jute)	Do.	Against proposed reduction in wages of 5 to 25 per cent.	1	34	—	—	34
781	Jute spinners	Glasgow	Alleged bad material	1	—	20	—	20
782	Jute weavers	Dundee	Alleged inferior yarn	1	—	50	—	50
783	Jute spinners	Do.	Objection to new arrangement for holding operatives' boots and shawls, in order to keep spinning room tidy.	1	88		14	102
784	Jute weavers	Do.	Against new rule imposing fines for excessive waste about looms.	1	—	60	—	60
785	Jute workers	Stratford, E.	For restoration of a 10 per cent. reduction of wages which took place 18 months before. (Strike of a few girls followed by the closing of the mill.)	1	800 persons			800
786	Jute and linen operatives.	Dundee and Lochee.	For advance of 10 per cent. in wages.	54	About 32,000 persons (Includes those indirectly affected.)			32,000
787	Calenderers	Dundee	For advance in wages of 1*s.* per week.	1	150	—	—	150
788	Jute spinners	Do.	For reinstatement of dismissed foreman.	1	160 persons			160
789	Jute spinners	Do.	Alleged bad material	1	500 persons (directly and indirectly)			500
790	Do.	Do.	Against dismissal of foreman of one of the spinning flats.	1	—	90	—	90

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	110	—	1895. 22 Nov.	1895. 20 Dec.	Employer agreed to reduce speed of mules.	Successful	Negotiation	770
—	—	—	—	310	—	27 Nov.	28 Nov.	Manager promised to endeavour to improve material.	Do.	Do.	771
—	—	—	—	7	—	4 Dec.	5 Dec.	Returned to work on a guaranteed wage of 1*l.* 17*s.* 6*d.* per week.	Partially successful.	Do.	772
—	—	—	—	330	—	7 Dec.	10 Dec.	Cause of complaint to be modified.	Successful	Do.	773
88 persons			88	160	—	20 Dec.	31 Dec.	Firm promised improvement in material.	Do.	Do.	774
—	—	—	—	100	—	1 week in April		Prices advanced to the Congleton standard.	Do.	Do.	775
—	—	—	—	1,080	—	21 May	25 May	Advances of 6*d.* and 1*s.* per pair granted.	Do.	Do.	776
110 persons			110	230	43	14 Sept.	1896. 4 Jan.	Broad loom weavers resumed at the old rate of wages, and narrow loom weavers obtained an advance of $\frac{1}{8}$*d.* per lb.	Partially successful.	Do.	777
36 persons			36	71	—	21 Nov.	1895. 23 Nov.	Advance of $2\frac{1}{2}$ per cent. granted.	Do.	Do.	778
15	—	—	15	162	—	14 Jan.	15 Jan.	Work resumed without any alteration in conditions.	Unsuccessful	Submission	779
—	—	—	—	34	20	23 Jan.	24 Jan.	Proposed reduction withdrawn.	Successful	Negotiation	780
63 persons			63	33	—	23 Jan.	28 Jan.	Better material promised, and a rise of 3*d.* per week stated to have been given to those working double frames.	Do.	Do.	781
9 persons			9	59	—	24 Jan.	29 Jan.	Improved quality of yarn provided.	Do.	Do.	782
274 persons			274	376	—	25 Mar.	29 Mar.	Operatives advised by their executive to try the new arrangement.	Unsuccessful	Conciliation	783
—	—	—	—	60	60	22 April	23 April	Satisfactory assurance given to operatives that rule should not be enforced harshly or unjustly.	Partially successful.	Negotiation	784
—	—	—	—	800	—	24 June	26 June	Five per cent. restored, with promise of the other 5 per cent. after six weeks.	Successful	Do.	785
—	—	—	—	32,000	—	17 Aug.	30 Aug.	Returned to work at old rates. (*See* Report, p. 40.)	Unsuccessful	Submission	786
—	—	—	—	150	—	23 Aug.	2 Sept.	Advance conceded - -	Successful	Negotiation	787
140 persons			140	300	—	2 Oct. (Lasted 3 hours.)	2 Oct.	Foreman refused to go back, and the operatives were obliged to resume.	Unsuccessful	Submission	788
—	—	—	—	500	—	23 Oct.	24 Oct.	Work resumed unconditionally.	Do.	Do.	789
—	60	—	60	150	—	13 Dec.	14 Dec.	Work resumed unconditionally, the foreman not being re-instated.	Do.	Do.	790

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	LACE MANUFACTURE.							
791	Lace operatives (Levers branch.)	Nottingham -	Against discharge of union men with a view to working the machines single-handed instead of double-handed.	1	17	—	—	17
792	Do. -	Do. -	Against stoppages for alleged defective work, and refusal of employer to pay for alterations.	1	20	—	—	20
	LINEN AND FLAX MANUFACTURE.							
793	Beetlers and finishers.	White Abbey, co. Antrim.	Against reduction in wages on one class of goods, and to secure a fixed payment for all classes.	1	13	—	—	13
794	Reelers - -	Killyleagh, co. Down.	Objection to signing rules and regulations of the firm.	1		373 persons		373
795	Loftmen and yarn bundlers.	Belfast - -	Three loftmen wanted work and wages of a fourth, who had left, distributed between them. Yarn bundlers struck in sympathy.	1	7	—	—	7
796	Flax dressers -	Belfast - -	Against an alteration in system of working, believed to entail a loss of wages.	1	9	—	2	11
797	Do. -	Do. - -	For reduction in the amount of work for the "standard" in one class of material.	1	25	—	—	25
798	Weavers -	Do. - -	For alteration in pay day -	1		150 persons		150
799	Flax dressers -	Leeds - -	For a reduction in the amount required to be dressed per day.	1	23	—	—	23
800	Flax roughers -	Comber, co. Down.	For increase of 2*d.* per cwt. of flax roughed.	1	29	—	—	29
	ROPE AND TWINE MANUFACTURE.							
801	Rope spinners -	Liverpool -	Against proposed reduction in wages of 33 per cent.	1	—	38	—	38
802	Do. -	Do. -	Against infliction of fines for absence without leave upon 40 of their fellow workers.	1	—	230	—	230
803	Enginemen in rope works.	Do. - -	Refusal to perform alleged labourers' work at reduced wages.	1	2	—	—	2
	SILK MANUFACTURE.							
804	Silk dressers -	Macclesfield -	Against reduction in wages of 20 per cent. on one class of silk.	1	70	—	—	70

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
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Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
—	—	—	—	17	—	1895. 15 June	1895. —	Men replaced by non-unionists.	Unsuccessful	Hands replaced	791
—	—	—	—	20	—	13 July	—	Employer removed his machinery into outlying districts, and employed non-union men.	Do.	Do.	792
—	—	—	—	13	2	2 Feb.	11 Mar.	Men replaced by non-unionists.	Do.	Do.	793
	300 persons		300	673	—	9 Feb.	16 Feb.	Rules and regulations signed.	Do.	Submission	794
—	—	—	—	7	—	4 May (Lasted 3 weeks)	—	Places at the time filled up, but it is stated that they afterwards were allowed to resume work on the old terms.	Do.	Hands replaced	795
—	—	—	—	11	—	21 June	2 July	Terms arranged satisfactory to the men.	Successful	Negotiation	796
—	—	—	—	25	—	12 Oct.	16 Oct.	A general re-adjustment of piece rates agreed upon at a conference.	Do.	Conciliation	797
—	—	—	—	150	—	19 Oct.	19 Oct.	Returned to work unconditionally.	Unsuccessful	Submission	798
—	—	—	—	23	—	19 Nov.	30 Dec.	Return to work on old conditions by the Leeds men.	Do.	Submission and hands replaced.	799
	29 persons		29	58	—	12 Dec.	1896. 15 April	Places filled by non-unionists.	Do.	Hands replaced	800
	60 persons		60	98	—	5 April	1895. 22 April	Reduction of 3*d.* per 20 bobbins accepted by 17 women, the remainder resumed at the old rate of wages.	Partially successful.	Conciliation	801
—	—	—	—	230	—	9 Sept.	9 Sept.	Fines refunded, and fines for being late abolished, but gates closed promptly at commencing time.	Do.	Negotiation	802
—	—	—	—	2	—	16 Sept.	16 Sept.	Places filled up by other men.	Unsuccessful	Hands replaced	803
—	—	—	—	70	—	24 May	27 May	Reduction accepted	Unsuccessful	Submission	804

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute.			
					Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	WOOLLEN, WORSTED, &c. *Woollen and Worsted.*							
805	Burlers - -	Morley - -	For advance in wages of ½*d.* per hour.	1	6	—	—	6
806	Waste pullers -	Batley - -	Against proposed reduction in prices per pack.	1	9	—	—	9
807	Weavers -	Huddersfield -	Against proposed change from time to piece rates for pattern weaving thought to involve a reduction in earnings.	1		78 persons		78
808	Wool sorters -	Bradford -	Dissatisfaction with proposed rates for sorting new classes of wool.	1	18	—	—	18
809	Weavers -	Apperley Bridge	Against proposed reduction of wages.	1		139 persons		139
810	Do. -	Huddersfield -	Against alleged excessive fining	1		16 persons		16
811	Worsted spinners	Bingley -	Against proposed reduction in wages.	1		70 persons		70
812	Worsted weavers	Do. -	For advance in wages of from 17 to 20 per cent.	1		100 persons		100
813	Cloth weavers -	Yeadon - -	Against proposed reduction in wages.	1		100 persons		100
814	Weavers -	Ossett - -	Against proposed reduction in wages, said to be a reduction to the scale paid by others in the trade.	1		30	—	30
815	Cloth operatives	Bradford - on - Avon.	Against proposed general reduction of 10 per cent. in wages.	1		250 persons		250
816	Weavers - -	Yeadon - -	Against proposed introduction of a new list, involving a reduction estimated by the employers at 6 per cent., and by the operatives at 15 to 20 per cent.	10		1,500 persons		1,500
817	Warp twisters, dressers, and weavers.	Liversedge -	Objection to proposed engagement of an overseer to supervise work.	1	4	—	—	4
818	Flannel and shawl weavers.	Delph -	Against lengthening of flannel warps without corresponding increase of pay, new machinery having been introduced.	1	18	55		73
819	Weavers - -	Huddersfield -	Against stoppage of men on account of want of work, and for advance in wages of women.	1	34	65	—	99
820	Worsted weavers	Shipley - -	For advance in wages of about 6 per cent.	1	4	36	—	40
821	Worsted coating weavers.	Burley - -	Against proposed reduction of 10 to 12½ per cent. in wages.	1	—	25	—	25
822	Cloth fullers -	Yeadon -	Objection to taking meal times in relays.	1	7	—	—	7
823	Worsted spinners	Bradford -	For advance in wages - -	1		60 persons		60
824	Willeyers - -	Dewsbury -	For extra payment for overtime -	1	9	—	—	9
825	Piecers and feeders.	Marsden -	For advance in wages of 2*s.* per week.	1		Not stated		—
826	Spinners and weavers.	Bingley - -	For advance in wages - -	1		170 persons		170

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
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Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	6	—	2 Feb.	9 Feb.	Advance of ¼d. per hour conceded.	Partially successful.	Negotiation	805
—	—	—	—	9	—	9 Mar.	—	Places filled up by other men.	Unsuccessful	Hands replaced	806
—	—	—	—	78	—	25 Mar.	26 Mar.	Satisfactory piecework scale of prices arranged.	Partially successful.	Negotiation	807
—	—	—	—	18	—	25 Mar.	30 Mar.	Work resumed at the required price, being a reduction of 16⅔ per cent.	Unsuccessful	Submission	808
	18 persons		18	157	—	1 Apr.	8 Apr.	A compromise arranged, the reduction agreed upon averaging 7 per cent. to two-thirds of those affected, and 5 per cent. to the remainder.	Partially successful.	Negotiation	809
—	—	—	—	16	—	25 Apr.	30 Apr.	Fining to be stopped -	Successful	Do.	810
—	—	—	—	70	—	7 May	9 May	Proposed reduction withdrawn.	Do.	Do.	811
	20 persons		20	120	—	7 June	15 June	Weavers returned to work pending decision of employers. Advance of 5 per cent. on some goods ultimately conceded.	Partially successful.	Do.	812
—	—	—	—	100	—	13 June	13 June	Reduction accepted, amounting to nearly 20 per cent.	Unsuccessful	Submission	813
—	—	—	—	30	—	15 June	24 June	Reduction accepted -	Do.	Do.	814
—	—	—	—	250	—	17 June	18 June	Employers withdrew the notices, and work was resumed at the old rates.	Successful	Negotiation	815
	3,000 persons		3,000	4,500	—	25 June	3 Aug.	Employers agreed to continue paying old (1893) list.	Do.	Conciliation	816
	100 persons		100	104	—	1 Aug.	14 Aug.	Places filled by other men	Unsuccessful	Hands replaced	817
—	—	—	—	73	11	2 Aug.	—	Fresh workpeople engaged, and 12 of the old weavers since taken back.	Do.	Submission and hands replaced.	818
—	—	—	—	99	—	13 Aug.	20 Aug.	Women received an advance, men accepted reduction on some classes of work, and received an advance on others.	Partially successful.	Negotiation	819
—	—	—	—	40	6	23 Sept.	27 Sept.	3d. per piece, advance conceded in one quality.	Do.	Do.	820
—	—	—	20	45	—	30 Sept.	3 Oct.	Proposed reduction withdrawn.	Successful	Do.	821
—	—	—	—	7	1	5 Oct.	8 Oct.	Men agreed to firm's proposal.	Unsuccessful	Submission	822
—	—	—	—	60	—	10 Oct.	14 Oct.	Advance of 1s. per week granted.	Successful	Negotiation	823
—	—	—	—	9	—	18 Oct.	21 Oct.	Places filled up by other men.	Unsuccessful	Hands replaced	824
—	—	—	—	—	—	23 Oct.	24 Oct.	Places filled up by others	Do.	Do.	825
—	—	—	—	170	—	28 Oct.	—	Work resumed upon same wages as formerly.	Do.	Submission	826

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	Woollen and Worsted—cont.							
827	Piecers	Marsden	For avdance in wages	1	—	—	40	40
828	Weavers	Morley	Grievances in connection with working arrangements.	1		12 persons		12
829	Woollen operatives.	Linthwaite	For advance in wages of 1s. per week.	1	12	—	—	12
830	Twisting frame tenters.	Huddersfield	Against reduction in piece rates for one class of goods during night working.	1	14	—	—	14
831	Do.	Golcar	For advance in wages	1	30	—	—	30
832	Blanket weavers	Dewsbury	Against discharge of a fettler	1		100 persons		100
833	Plush weavers	Huddersfield	Objection to introduction of a new piece list giving less to the lower qualities and more to the better.	1	10	3	—	13
	Woollen Dyers, &c.							
834	Dyers and labourers.	Leeds	Against engagement of the son of one of the dyers and another man, both non-unionists, to supplant two union men.	1	11	—	—	11
835	Dyers	Do.	Alleged unfairness in sharing work during slack trade.	1	15	—	—	15
836	Do.	Heckmondwike	Against employment of two non-unionists, contrary to agreement of Dyers' Combination, when union dyers were available.	1	166	—	—	166
837	Dyers, crabbers, and labourers.	Leeds	For advance in wages to a minimum of 23s. per week.	1	32	—	—	32
	Carpet Manufacture.							
838	Winders in carpet works.	Dundee	For an arrangement enabling them to leave the works when employment could not be found for them.	1	—	15	—	15
839	Carpet weavers (hand loom).	Dewsbury, Heckmondwike, Aberdeen, and Bannockburn.	Against proposed reductions of 10 and 20 per cent.	6	600	—	—	600
	TEXTILE MACHINE FITTINGS MANUFACTURE.							
840	Bobbin turners	Barnsley	For the discharge of women alleged to be doing men's work.	1	40	—	—	40
841	Reedmakers	Blackburn	Alleged oppression and driving	1	4	—	—	4
842	Wool comb makers.	Bradford	Refusal of union men to work with non-unionists.	1	10	—	—	10
843	Roller makers	Bolton	For advance in piece and day rates, and for establishment of overtime rates to day workers.	1	56	—	—	56
844	Apprentices (tackle machines).	Arbroath	Objection to action of an overseer.	1	—	—	—	—

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
	9 persons		9	49	—	1 Nov.	2 Nov.	Six or eight piecers were given an advance of 1*s.* per week.	Partially successful.	Negotiation	827
—	—	—	—	12	—	5 Nov.	6 Nov.	Returned to work on old conditions.	Unsuccessful	Submission	828
—	—	—	—	12	—	6 Nov.	11 Nov.	Work resumed at old rate of wages.	Do.	Do.	829
—	—	—	—	14	—	15 Nov.	9 Dec.	Returned to work at reduction of 10 per cent. on a portion of the work.	Do.	Do.	830
—	—	—	—	30	—	18 Nov.	20 Nov.	Six persons given an advance of 1*s.* per week and 18 persons an advance of 6*d.*	Partially successful.	Negotiation	831
—	—	—	—	100	—	30 Nov.	30 Nov.	Fettler re-instated and work resumed.	Successful	Do.	832
—	—	—	—	13	—	30 Nov.	6 Dec.	New scale agreed to with some modifications.	Partially successful.	Do.	833
—	—	—	—	11	—	20 May	22 May	Union men re-instated, and son of the dyer allowed to remain, the other non-unionist discharged.	Do.	Do.	834
—	—	—	—	15	—	13 Aug.	—	Sufficient men obtained from outside to carry on the work required.	Unsuccessful	Hands replaced	835
—	—	—	—	166	—	23 Sept.	23 Sept.	The two non-unionists discharged, employer having been misinformed.	Successful	Negotiation	836
—	—	—	—	32	10	9 Oct.	9 Oct.	Advance granted of 1*s.* per week to dyers and crabbers, and 2*s.* to labourers.	Do.	Do.	837
—	—	—	—	15	—	8 Jan.	9 Jan.	A satisfactory arrangement effected.	Do.	Do.	838
—	—	—	—	600	—	1 Aug.	24 Sept.	Referred to arbitrator, who decided against proposed reductions.	Do.	Arbitration (*See* Appendix II., p. 238.)	839
—	—	—	—	40	—	27 Feb	— Oct.	Places entirely filled up by others.	Unsuccessful	Hands replaced	840
—	—	—	—	4	—	16 Mar.	6 April	Places filled by other men	Do.	Do.	841
—	—	—	—	10	13	22 June	17 Oct.	Union men agreed to work alongside the non-unionists.	Do.	Negotiation	842
15	—	—	15	71	—	3 Aug.	14 Sept.	Slight increase given to piece workers, and full rate to be paid to day workers. Overtime rates to come into force on April 1st, 1896.	Partially successful.	Conciliation	843
—	—	—	—	—	—	1 day in Aug.		Work resumed, but details of settlement not stated.	—	—	844

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly.			
					Men.	Women.	Apprentices, Boys, and Girls.	Total.
	THEATRICAL, &c. OPERATIVES.							
845	Machinists, scene shifters, &c.	Leeds - -	Objection to non-payment for Good Friday, when theatre was closed.	1	16	—	—	16
846	Musicians -	Hull - -	Alleged discharge of a fellow unionist.	1	10	—	—	10
	TRANSPORT (LAND AND WATER).							
	PUBLIC CARRIAGES.							
847	Cabdrivers -	Sheffield - -	Refusal to accept books in which to enter the fares taken.	1	14	—	—	14
848	Do. -	London, S.W. -	Refusal to work with non-union cabmen.	1	32	—	—	32
849	Do. -	London, S.E. -	Refusal to work with a non-union cabman.	1	10	—	—	10
850	Do. - -	London, W.C. -	Objection to take out cabs on Sunday compulsorily.	1	60	—	—	60
851	Do. -	London, W. -	Objection to work with a non-union man.	1	24	—	—	24
	CARMEN AND CARTERS.							
852	Vanmen and boys (newspaper distribution).	London, E.C. -	Employers required the vanmen to account for all goods delivered, instead of receiving odd copies as perquisites.	1	14 men and boys			14
853	Railway depôt carters.	Chippenham -	For advance in wages - -	1	7	—	—	7
	RAILWAY WORKERS.							
854	Platelayers and ballastmen.	Barry - -	In consequence of absence from Sunday duty through inclement weather men were not allowed to commence duty on Monday, until explanation had been given to authorities. Men desired payment for time lost while so doing.	1	28	—	—	28
855	Engine drivers and firemen.	Festiniog - -	For advance in wages - -	1	—	—	—	—
	SEAFARING (SEA AND RIVER NAVIGATION).							
856	Seamen and firemen.	Bristol - -	For advance in wages of 5*s.* per month.	1	14	—	—	14
857	Hammer boys (River Conservancy Depôt).	Glasgow -	For advance in wages of 1*s.* per week.	1	—	—	4	4

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
	12 persons		12	28	14	1895. 18 April	1895. 18 April	Replaced by others immediately.	Unsuccessful	Hands replaced	845
—	—	—	—	10	—	14 June	28 Sept.	Legal proceedings taken, but arrangement come to by which men were reinstated. (For full terms, *see* p. 279.)	Partially successful.	Conciliation	846
—	—	—	—	14	10	4 Jan.	8 Jan.	Men accepted the fare-books.	Unsuccessful	Mediation	847
3	—	—	3	35	—	26 July	1896. 13 Jan.	Employer finally agreed to engage only unionists. The places had in the interim been filled by "free labour" men.	Successful	Negotiation	848
4	—	—	4	14	—	23 Aug.	1895. 27 Aug.	The non-union man discharged.	Do.	Do.	849
—	—	—	—	60	—	20 Oct.	20 Oct.	Men adopted the voluntary system of taking out cabs on Sunday, and the full number required was obtained.	Partially successful.	Do.	850
—	—	—	—	24	—	22 Nov.	25 Nov.	Work resumed with the non-union men.	Unsuccessful	Submission	851
—	—	—	—	14	—	27 Sept.	30 Sept.	Acceptance of employers' conditions.	Do.	Do.	852
—	—	—	—	7	—	21 Oct.	21 Oct.	Work resumed on promise of consideration of case. Advance of 1s. per week afterwards granted.	Successful	Negotiation	853
—	—	—	—	28	—	25 Mar.	—	Men paid off and their places filled up by others.	Unsuccessful	Hands replaced	854
—	—	—	—	—	—	5 July	5 July	Work resumed upon promise of the desired advance.	Successful	Negotiation	855
—	—	—	—	14	—	4 July	—	Sufficient men obtained to navigate vessel to Swansea, where a crew could be sought.	Unsuccessful	Hands replaced	856
50	—	—	50	54	—	28 Aug.	28 Aug.	Work resumed without advance by three of the boys, the ringleader not reinstated.	Do.	Submission and hands replaced.	857

Ref. No.	Trade.	Locality.	Cause or Object.	No. of Firms or Establishments affected.	Number of Persons directly concerned in Dispute. Directly. Men.	Women.	Apprentices, Boys, and Girls.	Total.
	SEAFARING (SEA AND RIVER NAVIGATION)—*cont.*							
858	Men in steam trawlers.	Boston - -	Against withdrawal of bonus, and substitution of 1*s.* per week extra.	1	12	—	—	12
859	Firemen - -	Hull - -	Against proposed reduction in wages.	4	24	—	—	24
	DOCK, WHARF, AND WATER-SIDE LABOUR.							
860	Dock labourers -	Glasgow - -	For advance in wages of 1*s.* per day when discharging cargo of sulphur.	1	50	—	—	50
861	Grain porters -	London, E. -	Refusal to discharge grain cargo at 20*s.* per 100 quarters, the price for which was stated to be 25*s.*	1	35	—	—	35
862	Ship men and quay porters.	Liverpool -	Non-payment of union rates for late work in loading a steamer.	1	60	—	—	60
863	Dock labourers -	Limerick - -	Objection to shipowners discharging cargoes with steam winches by the aid of crew.	2	130	—	—	130
864	Ship men and quay porters.	Liverpool -	Against proposed reduction of man in each gang.	1	64	—	—	64
865	Stevedores and dock labourers.	Middlesbro' -	Objection to employment of non-union men while unionists were out of work.	1	106	—	—	106
866	Dock labourers -	Newport (Mon.)	Against proposed reduction in tariff rate of wages.	1	14	—	—	14
867	Do. -	Birkenhead -	For increased rate for loading certain cargo.	1	140	—	—	140
868	Do. -	Salford - -	Refusal of employer to engage men wearing union badges.	1	350	—	—	350
869	Do. -	Birkenhead	Refusal to finish loading a vessel which had been partly loaded at Manchester by non-unionists during the foregoing dispute.	1	60	—	—	60
870	Corn porters -	Sharpness -	Objection to employment of ship's steam for unloading grain cargoes.	1	40	—	—	40
871	Dock labourers	Inverness -	For increased price for removing upper part of cargo, the remainder of which was to be discharged at another port.	1	—	—	—	—
872	Do. -	Limerick - -	Objection to use of steam in place of hand winches.	1	300	—	—	300
873	Dock labourers -	Sharpness -	Objection to work a contract taken by a stevedore at less than the port rate.	1	50	—	—	50
874	Do. -	Dublin - -	Refusal to pay for dinner hour, broken into by the necessity to despatch a bi-weekly vessel.	1	12	—	—	12
875	Do. -	Liverpool -	Alleged infringement of rule as to number of bales to a sling.	1	200	—	—	200
876	Do. -	Middlesbro' -	Demand for payment on account of time lost through wet weather	1	120	—	—	120

Persons affected.						Date of Commencement.	Date of Termination.	Result.		Mode of Settlement.	Ref. No.
Indirectly.				General Total of Persons affected.	No. who refused to go out on strike or who were not locked out.			Character of Settlement.	Success or otherwise of Workpeople.		
Number of Persons employed in Factories or Works where Dispute occurred, who were thrown out of Work, but were not directly concerned.											
Men.	Women.	Apprentices, Boys, and Girls.	Total.								
						1895.	1895.				
—	—	—	—	12	—	2 days in	October	Proposed alteration withdrawn.	Successful	Negotiation	858
—	—	—	—	24	—	22 Oct.	26 Oct.	In two firms the men accepted 5*s.* per month reduction, in the other two the old rate was maintained.	Partially successful.	Submission and negotiation.	859
—	—	—	—	50	—	22 Feb.	—	Advance granted - -	Successful	Conciliation	860
—	—	—	—	35	—	25 Feb.	25 Feb.	Other men obtained to do the work, but who were paid at the 25*s.* rate.	Unsuccessful	Hands replaced	861
—	—	—	—	60	—	8 Mar.	16 Mar.	The employer agreed to pay the required price.	Successful	Negotiation	862
2,000	—	—	2,000	2,130	—	29 Mar.	2 April	Work resumed, the employers discharging cargoes with steam winches as required.	Unsuccessful	Submission	863
—	—	—	—	64	—	11 April	26 April	Work resumed on employer's terms.	Do.	Do.	864
—	—	—	—	106	—	30 April	30 April	Men's desire for engagement of unemployed unionists conceded.	Successful	Negotiation	865
—	—	—	—	14	—	11 May	1896. 11 Jan.	Agreement to discharge all cargoes at 4*d.* per hour for day work, and $4\frac{1}{2}$*d.* for night work.	Unsuccessful	Submission	866
—	—	—	—	140	—	17 May	1895. 18 May	Work resumed upon employer's terms.	Do.	Do.	867
—	—	—	—	350	—	27 May	22 June	Men to wear their union badges less prominently, and union and non-union men to be engaged without distinction.	Partially successful.	Negotiation	868
—	—	—	—	60	—	10 June	10 June	Work resumed upon loading the vessel in question.	Unsuccessful	Submission	869
200	—	—	200	240	—	27 June	29 June	Stevedores reverted to custom of employing floating winches.	Successful	Negotiation	870
—	—	—	—	—	—	31 July	31 July	Advance of 2*s.* per man given.	Do.	Do.	871
—	—	—	—	300	—	30 Sept.	—	Use of steam winches recognised, and work resumed as vacancies occurred.	Unsuccessful	Submission	872
—	—	—	—	50	—	7 Oct.	25 Oct.	Vessel discharged by imported labour.	Do.	Hands replaced	873
32	—	—	32	44	—	13 Oct.	14 Oct.	Employer agreed to pay full rate for the hour broken in to.	Successful	Negotiation	874
—	—	—	—	200	—	29 Oct.	30 Oct.	Stevedore agreed to the usual rule.	Do.	Do.	875
—	—	—	—	120	—	2 Dec.	3 Dec.	Employer acceded to men's demand.	Do.	Do.	876

TABLE II.—LABOUR DISPUTES of 1895, shown in GROUPS according to MAGNITUDE, with the NUMBER of PERSONS affected, DURATION in WORKING DAYS where ascertained, and AGGREGATE NUMBER of WORKING DAYS LOST.

Affecting 5,000 Persons and upwards.

Reference No. (Table I.)	Trade.	No. of Persons affected.	Duration in Working Days.	Aggregate No. of Working Days lost.
248	Boot and shoe manufacture	46,000	34	1,564,000
378	Engineering and cognate trades	5,600	90	504,000
379	„ „	5,200	69	358,800
490	Tin plate manufacture	9000 { 7,600	6	45,600
		1,400	36	50,400
674	Coal mining	6,000	9	54,000
786	Jute working	32,000	12	384,000
	Total in 6 disputes	103,800	—	2,960,800
			28·5 days. (Average per head.)	

Affecting from 1,000 to 5,000 persons.

Reference No. (Table I.)	Trade.	No. of Persons affected.	Duration in Working Days.	Aggregate No. of Working Days lost.
215	Cabinet and furniture trades	1500 { 1,400	17	23,800
		100	22	2,200
271	Hosiery, &c. manufacture.	2,730	10	27,300
272	„	4000 { 3,000	19	57,000
		1,000	32	32,000
329	Iron and steel manufacture.	2,530	25	63,250
348	„	1,142	13	14,846
512	Coal mining	1,109	3	3,327
533	„	2,000	2½	5,000
552	„	1,089	28	30,492
554	„	1,053	1	1,053
556	„	1,088	12	13,055
563	„	1,600	2	3,200
565	„	1,000	5	5,000
567	„	2,027	15	30,405
576	„	1,000	101	101,000
607	„	1,700	10	17,000
630	„	1,100	6	6,600
631	„	2,300	1	2,300
638	Coal mining—*cont.*	3,000	5	15,000
647	„	2,029	6	12,174
657	„	1,733	24	41,592
660	„	1,000	3	3,000
667	„	1,182	6	7,092
670	„	1,330	5	6,650
675	„	4,050	4	16,200
676	„	1,450	15	21,750
677	„	3,230	11	35,530
682	Tin mining	1,000	2	2,000
776	Fustian manufacture	1,080	5	5,400
816	Woollen and worsted manufacture.	4,500	35	157,500
863	Dock, &c. labour	2,130	4	8,520
	Total in 30 disputes	56,682	—	771,237
			13·6 (Average per head.)	

Affecting from 500 to 1,000 persons.

Reference No. (Table I.)	Trade.	No. of Persons affected.	Duration in Working Days.	Aggregate No. of Working Days lost.
90	Carpenters and joiners	600	88	52,800
230	Cement working	550	4	2,200
284	Tailoring	550	3	1,650
335	Iron and steel manufacture.	540	9	4,860
342	„ „	630	30	18,900
370	Engineering and cognate trades.	766	4	3,064
383	„ „	719	37	26,603
397	Shipbuilding	600	3	1,800
413	„	900	4	3,600
444	„	840	39	32,760
464	Chain making	750	19	14,250
483	Tin plate manufacture	630	34	21,420
508	Coal mining	600	12	7,200
515	„	649	5	3,245
517	„	800	13	10,400
529	„	770	2	1,540

Reference No. (Table I.)	Trade.	No. of Persons affected.	Duration in Working Days.	Aggregate No. of Working Days lost.
547	Coal mining	609	4	2,436
568	„	580	6	3,480
569	„	500	1	500
570	„	500	1	500
581	„	600	2	1,200
590	„	800	80	64,000
601	„	600	1	600
606	„	780	5	3,900
611	„	545	90	49,050
618	„	800	2	1,600
641	„	531	6	3,186
643	„	650	10	6,500
644	„	700	70	49,000
645	„	606 { 120	88	10,560
		{ 486	56	27,216
648	„	500	2	1,000
651	„	520	—	—
654	„	515	1	515
655	„	839	8	6,712
656	„	875	4	3,500
658	„	669	3	2,007
661	Coal mining—*cont.*	875	3	2,625
664	„	630	25	15,750
665	„	950	3	2,850
666	„	950	1	950
669	„	500	2	1,000
719	Cotton manufacture	500	7	3,500
732	„ „	610	3	1,830
747	„ „	540	89	48,060
752	„ „	700	7	4,900
785	Jute working	800	3	2,400
789	„	500	2	1,000
794	Linen and flax manufacture.	673	7	4,711
839	Carpet manufacture	600	46	27,600
	Total persons affected in 49 disputes.	32,441	—	—
	Total in the 48 disputes in which both particulars are known.	31,921	17·6 (Average per head.)	560,930

Affecting from 100 to 500 persons.

Reference No. (Table I.)	Trade.	No. of Persons affected.	Duration in Working Days.	Aggregate No. of Working Days lost.
3	Bakers	200	6	1,200
22	Bricklaying	200	100	20,000
24	„	155	—	—
32	„	100	77	7,700
58	Carpenters and joiners	325	3	975
61	„ „	400	55	22,000
62	„ „	141	30	4,230
64	„ „	125	11	1,375
75	„ „	350	27	9,450
92	„ „	120	63	7,560
93	„ „	130	6	780
102	Painters and decorators	220	142	31,240
106	„ „	150	16	2,400
109	„ „	130	4	520
116	Plasterers	200	29	5,800
117	„	267	57	15,219
135	Plumbers	200	14	2,800
138	„	100	11	1,100
143	Public works construction, &c.	200	—	—
148	„ „	120	48	5,760
150	„ „	100	2	200
158	Stonemasons	275	49	13,475
162	„	200	93	18,600
164	„	120	31	3,720
176	„	100	21	2,100
194	Builders (generally)	250	73	18,250
197	„ „	100	12	1,200
202	„ „	150	—	—
206	Butchers	150	1	150
214	Cabinet and furniture trades.	133	16	2,128
231	Chemicals and explosives workers.	200	4	800
232	„ „	200	7	1,400
234	Cigar, tobacco, &c. trades.	192 { 57	89	5,073
		{ 135	77	10,395
	Clothing trades :—			
241	Boot and shoe manufacture.	314	15	4,710
244	„ „	250	57	14,250
250	„ „	100	3	300
251	„ „	195	6	1,170
252	„ „	160	61	9,760
253	„ „	280	18	5,040
260	„ „	400	2	800
262	„ „	300	5	1,500
266	„ „	367	11	4,037
268	Hat and cap manufacture.	180	19	3,420
270	Hosiery manufacture	100	13	1,300
273	„ „	149	4	596
304	Glass trades	200	3	600
324	Leather, &c. trades	100	19	1,900
	Metal trades :—			
327	Iron and steel manufacture.	103	50	5,150
328	„ „	200	43	8,600
330	„ „	103	28	2,884
331	„ „	103	7	721
332	„ „	108	5	540
336	„ „	200	7	1,400
340	„ „	210	214	44,940
343	„ „	480	9	4,320
344	„ „	240	37	8,880
346	„ „	400	4	1,600
347	„ „	200	—	—
350	Iron plate working, &c.	400	42	16,800
363	Engineering and cognate trades.	230	90	20,700
369	„ „	150	10	1,500
374	„ „	110	140	15,400
381	„ „	240	2	480
382	„ „	248	59	14,632
385	„ „	218	—	—
388	„ „	271	30	8,130
389	„ „	106	24	2,544
391	„ „	400	16	6,400
392	„ „	220	72	15,840
399	Shipbuilding	272	14	3,808
401	„	242	18	4,356
403	„	320	11	3,520
404	„	100	13	1,300
411	„	490	6	2,940
412	„	200	5	1,000
415	„	108	25	2,700
416	„	250	4	1,000
417	„	101	14	1,414
420	„	208	27	5,616
422	„	162	20	3,240
427	„	110	5	550
429	„	100	3	300
432	„	200	1	200
434	„	280	5	1,400
438	„	175	7	1,225
439	„	230	12	2,760
441	„	342	3	1,026
443	„	130	9	1,170
446	„	119	34	4,046
452	„	243	3	729
466	Chain making	214	6	1,284
471	Rivet making	330	3	990
474	Stove grate, &c. manufacture.	115	48	5,520
479	Tin plate manufacture	430	—	—
482	„ „	175	6	1,050

Reference No. (Table I.)	Trade.	No. of Persons affected.	Duration in Working Days.	Aggregate No. of Working Days lost.
	Metal trades—*cont.*			
484	Tin plate manufacture —*cont.*	440	30½	13,420
485	„ „ -	190	117	22,230
486	„ „ -	120	57	6,840
487	„ „ -	192	—	—
488	„ „ -	110	6	660
489	„ „ -	330	42	13,860
492	„ „ -	300	—	—
493	„ „ -	350	35	12,250
494	„ „ -	250	35	8,750
495	„ „ -	200	35	7,000
499	Tube manufacture -	146	22	3,212
501	Vice making -	200	10	2,000
504	Coal mining - -	300	80	24,000
505	„ - -	101	40	4,040
506	„ - -	225	5	1,125
509	„ - -	450	3	1,350
514	„ - -	145	12	1,740
519	„ - -	279	3	837
521	„ - -	126	4	504
523	„ - -	402	2	804
525	„ - -	350	8	2,800
528	„ - -	180	10	1,860
531	„ - -	300	89	26,700
534	„ - -	200	—	—
535	„ - -	230	3	690
536	„ - -	120	3	360
537	„ - -	300	4	1,200
539	„ - -	400	19	7,600
541	„ - -	300	—	—
543	„ - -	254	7	1,778
544	„ - -	220	101	22,220
545	„ - -	189	12	2,268
548	„ - -	100	2	200
550	„ - -	100	4	400
553	„ - -	220	1	220
558	„ - -	419	5	2,095
560	„ - -	275	—	—
566	„ - -	200	—	—
571	„ - -	300	20	6,000
572	„ - -	400	51	20,400
574	„ - -	200	30	6,000
575	„ - -	130	1	130
577	„ - -	260	6	1,560
578	„ - -	102	4	408
584	„ - -	140	75	10,500
587	„ - -	140	30	4,200
588	„ - -	260	22	5,720
591	„ - -	280	—	—
592	„ - -	150	—	—
593	„ - -	178	7	1,246
595	„ - -	274	5	1,370
596	„ - -	180	9	1,620
597	„ - -	300	18	5,400
598	„ - -	120	68	8,160
600	„ - -	200	—	—
603	„ - -	100	5	500
604	„ - -	450	5	2,250
609	„ - -	250	9	2,250
610	„ - -	344	15	5,160
612	„ - -	200	3	600
614	„ - -	450	26	11,700
615	„ - -	375	1	375
617	„ - -	300	4	1,200
619	„ - -	388	2	776
620	„ - -	496	8	3,968
621	„ - -	120	25	3,000
622	„ - -	313	3	939
624	„ - -	100	—	—
625	„ - -	100	2	200
626	„ - -	157	—	—
629	„ - -	125	5	625
633	„ - -	100	1	100
634	„ - -	250	5	1,250
635	„ - -	200	4	800
636	„ - -	200	8	1,600
637	„ - -	150	2	300
639	„ - -	200	7	1,400
642	„ - -	104	55	5,720
646	„ - -	134	15	2,010
649	„ - -	150	3	450
653	„ - -	110	7	770
659	„ - -	271	1	271
662	„ - -	471	5	2,355
663	„ - -	397	5	1,985
668	„ - -	456	2	912
671	„ - -	400	4	1,600
681	Iron mining - -	300	3	900
684	Quarrying - -	100	—	—
685	„ - -	150	5	750
694	„ - -	196	11	2,156
698	Paper and stationery manufacture.	156	7	1,092
	Textile trades:—			
713	Cotton manufacture -	200	5	1,000
715	„ „ -	130	8	1,040
717	„ „ -	184	4	736
720	„ „ -	270	—	—
725	„ „ -	320	1	320
726	„ „ -	290	2	580
728	„ „ -	410	101	41,410
729	„ „ -	320	8	2,560
730	„ „ -	112	8	896
731	„ „ -	110	3	330
733	„ „ -	355	5	1,775
734	„ „ -	330	6	1,980
735	„ „ -	108	4	432
737	„ „ -	220	½	110
738	„ „ -	250	9	2,250
739	„ „ -	130	1	130
740	„ „ -	150	4	600
741	„ „ -	113	12	1,356
742	„ „ -	180	38	6,840
743	„ „ -	154	—	—
744	„ „ -	200	1	200
745	„ „ -	243	16	3,888
746	„ „ -	280	1	280
748	„ „ -	240	21	5,040
749	„ „ -	105	6	630
750	„ „ -	495	6	2,970
751	„ „ -	215	10	2,150
753	„ „ -	235	1	235
754	„ „ -	333	1	333
756	„ „ -	270	3	810
757	„ „ -	450	2	900
758	„ „ -	260	1	260
760	„ „ -	254	19	4,826
761	„ „ -	275	—	—
763	„ „ -	130	6	780
764	„ „ -	134	5	670
765	„ „ -	240	6	1,440
767	„ „ -	150	7	1,050
768	„ „ -	156	8	1,248
770	„ „ -	110	25	2,750
771	„ „ -	310	2	620
773	„ „ -	330	3	990
774	„ „ -	160	8	1,280
775	Fustian manufacture	100	6	600
777	„ „ -	230	95	21,850
779	Jute working - -	162	2	324
783	„ „ - -	376	5	1,880
787	„ „ - -	150	9	1,350
788	„ „ - -	300	½	150
790	„ „ - -	150	2	300
798	Linen and flax manufacture.	150	1	150
802	Rope and twine manufacture.	230	1	230
809	Woollen and worsted manufacture.	157	7	1,099
812	„ „ -	120	8	960
813	„ „ -	100	1	100
815	„ „ -	250	2	500
817	„ „ -	104	11	1,144
826	„ „ -	170	—	—
832	„ „ -	100	1	100
836	Woollen and worsted dyers, &c.	166	1	166
865	Dock, &c. labour -	106	1	106
867	„ „ -	140	2	280
868	„ „ -	350	23	8,050
870	„ „ -	240	3	720
872	„ „ -	300	—	—
875	„ „ -	200	2	400
876	„ „ -	120	2	240
	Total persons affected in 253 disputes.	55,656	—	—
	Total in the 230 disputes in which both particulars are known.	50,680	19·1 (Average per head.)	967,613

Affecting less than 100 persons.

Reference No. (Table I.)	Trade.	No. of Persons affected.	Duration in Working Days.	Aggregate No. of Working Days lost.
1	Bakers	3	2	6
2	"	3	1	3
4	"	26	2	52
5	"	4	—	—
6	"	4	—	—
7	Brush making	10	83	830
8	"	27	11	297
	Building trades:—			
9	Bricklaying	14	45	630
10	"	29	33	957
12	"	7	75	525
14	"	9	24	216
15	"	2	1	2
16	"	20	5	100
17	"	35	1	35
18	"	70	2	140
19	"	30	—	—
20	"	42	23	966
21	"	76	87	6,612
23	"	70	147	10,290
25	"	78	18	1,404
26	"	96	44	4,224
27	"	50	53	2,650
28	"	75	46	3,450
29	"	75	—	—
31	"	45	46	2,070
33	"	52	3	156
34	"	27	1	27
35	"	21	13	273
36	"	63	2	126
37	"	48	1	48
38	"	52	155	8,060
39	"	34	145	4,930
40	"	25	—	—
41	"	20	136	2,720
42	"	16	136	2,176
43	"	12	135	1,620
44	"	13	—	—
45	"	5	7	35
46	"	14	24	336
47	"	4	40	160
48	"	11	28	308
50	"	7	2	14
51	"	17	3	51
52	Brickmaking	90	8	720
53	"	17	4	68
54	"	34	6	204
55	"	10	27	270
56	Carpenters and joiners	12	238	2,856
57	" "	24	13	312
59	" "	11	13	143
60	" "	20	23	460
63	" "	30	1	30
65	" "	80	12	960
66	" "	9	8	72
67	" "	65	1	65
68	" "	2	9	18
69	" "	10	2	20
70	" "	31	—	—
71	" "	20	18	360
72	" "	40	80	3,200
73	" "	15	11	165
74	" "	80	63	5,040
76	" "	50	67	3,350
77	" "	15	23	345
78	" "	15	—	—
79	" "	19	3	57
80	" "	76	36	2,736
81	" "	27	6	162
82	" "	40	31	1,240
83	" "	5	—	—
84	" "	56	11	616
85	" "	10	—	—
86	" "	53	11	583
87	" "	32	13	416
88	" "	12	2	24
89	" "	14	52	728
91	" "	50	47	2,350
94	" "	3	—	—
95	" "	5	23	115
96	" "	9	9	81
97	" "	45	17	765
	Building trades—*cont.*			
98	Carpenters and joiners —*cont.*	6	9	54
99	" "	9	—	—
100	" "	22	—	—
101	Packing case makers	12	182	2,184
103	Painters and decorators.	14	27	378
104	" "	96	30	2,880
105	" "	15	—	—
107	" "	50	6	300
108	" "	6	2	12
110	" "	80	2	160
111	" "	19	13	247
112	" "	4	65	260
113	Plasterers	53	42	2,226
114	"	25	13	325
115	"	16	6	96
118	"	30	1	30
119	"	10	3	30
120	"	3	2	6
121	"	20	12	240
122	"	18	18	324
123	"	3	3	9
124	"	3	—	—
125	"	7	—	—
126	Plumbers	50	46	2,300
127	"	4	—	—
129	"	8	36	288
130	"	13 4	8 72	392
131	"	76	56	4,256
132	"	4	1	4
133	"	59	1	59
134	"	50	47	2,350
136	"	4	7	28
137	"	3	48	144
139	"	25	1	25
140	"	9	6	54
141	Public works construction, &c.	11	1	11
142	" "	16	1	16
144	" "	22	7	154
145	" "	65	10	650
146	" "	9	1	9
147	" "	73	3	219
149	" "	2	—	—
151	Sawyers	9	55	495
152	Slaters	35	41	1,435
153	Stonemasons	8	2	16
154	"	23	6	138
155	"	4	—	—
156	"	8	16	128
157	"	3	—	—
159	"	5	2	10
160	"	11	102	1,122
161	"	20	—	—
163	"	36	62	2,232
165	"	45	72	3,240
166	"	40	11	440
167	"	60	33	1,980
168	"	5	1	5
169	"	2	—	—
170	"	4	—	—
171	"	22	1	22
172	"	16	42	672
173	"	18	1	18
174	"	29	4	116
175	"	4	2	8
177	"	13	18	234
179	"	60	12	720
180	"	30	5	150
181	"	20	2	40
183	"	14	2	28
184	"	4	—	—
185	"	9	20	180
186	"	10	4	40
187	"	3	$2\frac{1}{2}$	$7\frac{1}{2}$
188	"	25	42	1,050
189	"	2	35	70
190	"	4	28	112
191	"	6	—	—

Reference No. (Table I.)	Trade.	No. of Persons affected.	Duration in Working Days.	Aggregate No. of Working Days lost.
	Building trades—*cont.*			
192	Builders (generally)	50	—	—
193	" "	34	8	272
195	" "	79	14	1,106
196	" "	12	1	12
198	" "	10	4	40
199	" "	3	1	3
200	" "	25	1	25
201	" "	20	—	—
203	" "	5	8	40
204	" "	60	—	—
205	" "	37	—	—
207	Cabinet and furniture trades.	5	54	270
208	" "	29	11	319
209	" "	5	39	195
210	" "	20	82	1,640
211	" "	9	7	63
212	" "	5	—	—
213	" "	2	—	—
216	" "	2	22	44
217	" "	21	3	63
218	" "	14	—	—
219	" "	7	—	—
221	" "	25	—	—
222	" "	3	30	90
223	" "	4	—	—
225	" "	2	5	10
226	" "	15	—	—
228	" "	51	3	153
229	" "	6	46	276
233	Cigar, tobacco and pipe trades.	20	9	180
235	" "	30	12	360
236	" "	3	1	3
237	" "	8	41	328
238	" "	23	18	414
239	" "	80	3	240
	Clothing trades:—			
240	Boot and shoe manufacture.	40	2	80
242	" "	50	11	550
243	" "	90	2	180
245	" "	45	14	630
246	" "	20	1	20
247	" "	40	6	240
249	" "	70	22	1,540
254	" "	40	42	1,680
256	" "	30	40	1,200
257	" "	50	16	800
258	" "	13	18	234
259	" "	20	8	160
261	" "	37	49	1,813
263	" "	28	67	1,876
264	" "	56	18	1,008
265	" "	26	52	1,352
267	Hat and cap manufacture.	23	7	161
269	Hosiery manufacture	13	25	325
274	" "	10	8	80
275	" "	5	—	—
276	Tailoring	4	—	—
277	"	11	1	11
278	"	3	—	—
279	"	80	22	1,760
280	"	8	1	8
281	"	18	20	360
282	"	35	8	280
283	"	9	12	108
285	"	16	65	1,040
286	"	9	4	36
287	"	19	30	570
288	"	6	17	102
289	"	50	1	50
290	"	2	—	—
291	"	5	—	—
292	"	22	13	286
293	Coach building	5	—	—
294	" "	20	—	—
295	Coopers	5	—	—
296	"	5	—	—
297	"	15	—	—
298	"	18	78	1,404
299	Female employment	50	2	100
300	" "	21	—	—
301	Glass trades	88	—	—
302	"	18	—	—
303	"	7	—	—
305	"	3	—	—
306	Glass trades—*cont.*	42	203	8,526
307	Labour (agricultural and general).	9	18	162
308	" "	8	—	—
309	" "	13	39	507
310	" "	50	—	—
311	" "	7	—	—
312	" "	2	—	—
313	" "	11	—	—
314	" "	13	—	—
315	" "	10	—	—
316	" "	4	—	—
317	" "	6	—	—
318	" "	8	1	8
319	" "	4	3	12
320	" "	7	—	—
321	Leather and india rubber trades.	40	2	80
322	" "	16	69	1,104
323	" "	20	3	60
325	" "	9	—	—
326	" "	14	—	—
	Metal trades:—			
334	Blastfurnacemen	4	5	20
337	Puddlers, millmen, &c.	16	18	288
338	" "	50	29	1,450
339	Steel workers	21	163	3,423
345	"	12	47	564
349	Iron plate working, &c.	10	—	—
351	Engineering and cognate trades.	7	18	126
352	" "	9	—	—
353	" "	2	5	10
354	" "	17	3	51
355	" "	30	8	240
356	" "	17	126	2,142
357	" "	56	16	896
358	" "	5	16	80
359	" "	14	30	420
360	" "	21	2	42
361	" "	15	11	165
364	" "	18	37	666
365	" "	80	27	2,160
366	" "	40	83	3,320
367	" "	15	3	45
368	" "	47	3	141
371	" "	85	8	680
372	" "	31	—	—
373	" "	3	56	168
375	" "	16	20	320
376	" "	5	20	100
377	" "	32	6	192
380	" "	6	—	—
384	" "	90	14	1,260
386	" "	9	18	162
387	" "	12	—	—
393	" "	40	2	80
394	" "	20	53	1,060
395	" "	30	11	330
396	" "	8	26	208
398	Shipbuilding	30	3	90
400	"	3	16	48
402	"	14	10	140
405	"	52	1	52
406	"	3	37	111
407	"	60	13	780
408	"	40	8	320
409	"	41	8	328
410	"	37	2	74
414	"	76	14	1,064
418	"	93	61	5,673
419	"	33	15	495
421	"	70	18	1,260
423	"	54	22	1,188
425	"	40	6	240
426	"	12	—	—
428	"	36	3	108
430	"	38	2	76
431	"	8	13	104
433	"	54	21	1,134
435	"	3	2	6
436	"	24	7	168
437	"	90	4	360
440	"	42	14	588
442	"	90	8	720
445	"	12	60	720
447	"	67	3	201
448	"	29	19	551

Reference No. (Table I.)	Trade.	No. of Persons affected.	Duration in Working Days.	Aggregate No. of Working Days lost.
	Metal Trades—*cont.*			
449	Shipbuilding—*cont.*	40	10	400
450	" - -	45	2	90
451	" - -	7	1	7
453	Anchor making -	30	22	660
454	" -	30	105	3,150
455	Bedstead making -	14	56	784
456	Brass working -	34	93	3,162
457	" -	56	3	168
458	" -	3	7	21
459	" -	73	12	876
460	"	20	5	100
461	Chain making -	65	7	455
462	" -	13	141	1,833
465	" -	25	7	175
467	Cutlery and edge tool manufacture.	22	186	4,092
468	" " -	28	—	—
469	" " -	7	10	70
470	File making -	13	26	338
472	Silver working -	9	6	54
473	Stove grate manufacture.	43	6	258
475	" " -	23	18	414
476	" " -	36	59	2,124
477	Tinplate manufacture	37	2	74
478	" " -	75	—	—
480	" " -	72	6	432
491	" " -	70	6	420
496	Tinplate (makers up)	28	—	—
497	" " -	5	—	—
498	Tube manufacture -	7	—	—
500	Vice making -	60	7	420
502	Wire working -	19	13	247
503	Millers -	11	—	—
	Mining:—			
507	Coal mining - -	50	3	150
510	" - -	50	—	—
511	" - -	62	—	—
513	" - -	65	24	1,560
516	" - -	6	—	—
519	" - -	55	21	1,155
522	" - -	70	18	1,260
524	" - -	30	8	240
526	" - -	19	4	76
530	" - -	82	3	246
532	" - -	22	20	440
538	" - -	73	5	365
540	" - -	20	—	—
542	" - -	76	—	—
546	" - -	55	—	—
549	" - -	70	—	—
551	" - -	55	7	385
555	" - -	65	2	130
557	" - -	82	6	492
559	" - -	33	27	891
561	" - -	26	11	286
562	" - -	80	5	400
564	" - -	18	1	18
573	" - -	75	26	1,950
579	" - -	24	58	1,392
580	" - -	60	—	—
582	" - -	34	26	884
583	" - -	80	33	2,640
585	" - -	90	8	720
586	" - -	40	—	—
589	" - -	80	65	5,200
594	" - -	17	—	—
599	" - -	80	5	400
602	" - -	11	85	935
605	" - -	72	8	576
608	" - -	17	85	1,445
613	" - -	40	21	840
616	" - -	75	2	150
623	" - -	31	5	155
627	" - -	25	—	—
628	" - -	80	1	80
632	" - -	37	10	370
640	" - -	80	10	800
650	" - -	74	—	—
652	" - -	75	—	—
672	Coke making -	16	8	128
673	" -	27	7	189
678	Fireclay mining -	26	—	—
679	" -	20	—	—
680	Iron mining -	65	—	—
683	Quarrying - -	25	3	75
686	" - -	44	8	352
687	" - -	30	11	330

Reference No. (Table I.)	Trade.	No. of Persons affected.	Duration in Working Days.	Aggregate No. of Working Days lost.
	Mining—*cont.*			
683	Quarrying—*cont.*	80	6	480
689	" - -	13	7	91
690	" - -	24	4	96
691	" - -	7	—	—
692	" - -	9	—	—
693	" - -	13	20	260
695	Municipal employment	14	2	28
696	" "	9	2	18
697	" "	9	7	63
699	Paper and stationery manufacture.	17	1	17
700	Pottery trade - -	64	8	512
701	Printing and bookbinding trades.	7	—	—
702	" "	21	—	—
703	" "	6	—	—
704	" "	3	—	—
705	" "	6	—	—
706	" "	3	—	—
707	" "	7	—	—
708	" "	2	10	20
709	" "	5	3	15
710	" "	75	8	600
711	" "	19	—	—
	Textile trades:—			
714	Cotton manufacture -	4	1	4
716	" " -	55	14	770
718	" " -	14	2	28
721	" " -	80	26	2,080
722	" " -	20	1	20
723	" " -	74	19	1,406
724	" " -	67	5	335
727	" " -	30	3	90
736	" " -	5	6	30
755	" " -	22	1	22
759	" " -	15	—	—
766	" " -	18	3	54
769	" " -	36	56	2,016
772	" " -	7	2	14
778	Fustian manufacture	71	3	213
780	Jute working -	34	2	68
781	" - -	83	5	415
782	" - -	59	5	295
784	" - -	60	2	120
791	Lace manufacture -	17	—	—
792	" -	20	—	—
793	Linen and flax manufacture.	13	32	416
795	" " -	7	18	126
796	" " -	11	10	110
797	" " -	25	4	100
799	" " -	23	34	782
800	" " -	58	111	6,438
801	Rope and twine manufacture.	98	13	1,274
803	" " -	2	1	2
804	Silk manufacture -	70	3	210
805	Woollen and worsted manufacture.	6	7	42
806	" " -	9	—	—
807	" " -	78	2	156
808	" " -	18	6	108
810	" " -	16	5	80
811	" " -	70	3	210
814	" " -	30	8	240
818	" " -	73	—	—
819	" " -	99	7	693
820	" " -	40	5	200
821	" " -	45	4	180
822	" " -	7	3	21
823	" " -	60	4	240
824	" " -	9	3	27
827	" " -	49	2	98
828	" "	12	2	24
829	" " -	12	5	60
830	" " -	14	21	294
831	" " -	30	3	90
833	" " -	13	6	78
834	Woollen and worsted dyers, &c.	11	3	33
835	" " -	15	—	—
837	" " -	32	1	32
838	Carpet manufacture	15	2	30
840	Textile machine fittings manufacture.	40	—	—
841	" " -	4	19	76
842	" " -	10	100	1,000
843	" " -	71	38	2,698

Reference No. (Table I.)	Trade.	No. of Persons affected.	Duration in Working Days.	Aggregate No. of Working Days lost.
845	Theatrical, &c. operatives.	28	1	28
846	„ „ -	10	91	910
	Transport:—			
847	Public carriages -	14	5	70
848	„ -	35	172	6,020
*849	„ -	14	5	70
850	„ -	60		60
851	„ -	24	4	96
852	Carmen and carters -	14	3	42
853	„ „ -	7	1	7
854	Railway workers -	28	—	—
856	Seafaring - -	14	—	—
857	„ - -	54	1	54
858	„ - -	12	2	24
859	„ - -	24	5	120
860	Dock, &c. labour -	50	—	—
	Transport—*cont.*			
861	Dock, &c. labour—*cont.*	35	1	35
862	„ -	60	8	480
864	„ -	64	12	768
866	„ -	14	207	2,898
869	„ -	60	1	60
873	„ -	50	17	850
874	„ -	44	2	88
	Total persons affected in 512 disputes.	15,179	—	—
	Total in the 401 disputes in which both particulars are known.	12,917	—	282,072½
			21·8 (Average per head.)	

Summaries of this Table appear on pp. 55 and 56.

TABLE III.

TABLE III.—Showing CAUSE or OBJECT, with SUCCESS or otherwise, and

Trade.	Cause or Object.	Successful.			Partially successful.		
		Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.
BAKERS	For advance in wages and reduction in hours.	—	—	—	1	1	200
„	For abolition of night working	—	—	—	—	—	—
„	Against alteration in commencing hour of work.	—	—	—	—	—	—
„	Objection to work with non-union men.	—	—	—	—	—	—
„	Dispute as to wages paid in error.	—	—	—	—	—	—
	Total, Bakers	—	—	—	1	1	200
BRUSH MAKING	Breach of union rules with regard to boy workers.	—	—	—	—	—	—
„ „	Defence of a union delegate	—	—	—	1	1	27
	Total, Brushmaking	—	—	—	1	1	27
BUILDING TRADES:							
Bricklaying	For advance in wages	2	2	131	—	—	—
„	For advance in wages and other concessions.	2	2	95	4	4	509
„	Against reduction in wages	—	—	—	—	—	—
„	For new, altered, or improved working rules.	1	1	14	2	2	117
„	Demarcation of work disputes	6	4	29	—	—	—
„	Against employment of non-unionists.	2	2	111	—	—	—
„	Against alteration in working rules.	1	1	5	—	—	—
„	In defence of discharged fellow workmen.	1	1	17	—	—	—
„	Dissatisfaction with action of officials.	—	—	—	—	—	—
„	Against increase of work	1	1	27	—	—	—
„	Against excessive number of apprentices.	—	—	—	—	—	—
	Total, Bricklaying	16	14	429	6	6	626
Brickmaking	For advance in wages and reduction in hours.	1	1	34	—	—	—
„	For reduction in hours of labour	—	—	—	—	—	—
„	Objection to a man belonging to another union.	1	1	17	—	—	—
„	For improvement in working conditions.	1	1	10	—	—	—
	Total, Brickmaking	3	3	61	—	—	—
Carpenters and joiners	For advance in wages	11	11	438	—	—	—
„ „	For advance in wages and reduction in hours.	1	1	15	2	2	430
„ „	For advance in wages and other concessions.	5	5	445	3	3	581
„ „	Against alteration in working arrangements.	2	2	13	—	—	—
„ „	Against proposed reduction or deductions from wages.	3	3	135	1	1	50
„ „	For reduction in hours	—	—	—	1	1	50
„ „	For altered or improved working rules, &c.	1	1	130	—	—	—
„ „	Against employment of non-unionists.	1	1	45	—	—	—
„ „	Demarcation of work dispute	—	—	—	—	—	—
	Total, Carpenters and joiners	24	24	1,221	7	7	1,111

the NUMBER of PERSONS affected in LABOUR DISPUTES of 1895, by TRADES.

Unsuccessful.			Indefinite or Result not known.			Total.			Trade.
Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	
1	1	26	—	—	—	2	2	226	BAKERS.
1	1	3	—	—	—	1	1	3	"
1	1	3	—	—	—	1	1	3	"
1	1	4	—	—	—	1	1	4	"
1	1	4	—	—	—	1	1	4	"
5	5	40	—	—	—	6	6	240	Total, Bakers.
1	1	10	—	—	—	1	1	10	BRUSH MAKING.
—	—	—	—	—	—	1	1	27	" "
1	1	10	—	—	—	2	2	37	Total, Brushmaking.
									BUILDING TRADES:—
2	2	140	—	—	—	4	4	271	Bricklaying.
1	1	100	—	—	—	7	7	704	"
2	2	11	—	—	—	2	2	11	"
—	—	—	—	—	—	3	3	131	"
3	3	73	—	—	—	9	7	102	"
7	7	168	—	—	—	9	9	279	"
3	2	95	—	—	—	4	3	100	"
1	1	52	—	—	—	2	2	69	"
1	—	—	—	—	—	1	—	—	"
—	—	—	—	—	—	1	1	27	"
1	1	25	—	—	—	1	1	25	"
21	19	664	—	—	—	43	39	1,719	Total, Bricklaying.
—	—	—	—	—	—	1	1	34	Brickmaking.
1	1	90	—	—	—	1	1	90	"
—	—	—	—	—	—	1	1	17	"
—	—	—	—	—	—	1	1	10	"
1	1	90	—	—	—	4	4	151	Total, Brickmaking.
4	4	59	—	—	—	15	15	497	Carpenters and joiners.
2	2	45	—	—	—	5	5	490	" "
4	4	698	—	—	—	12	12	1,724	" "
2	2	39	—	—	—	4	4	52	" "
—	—	—	—	—	—	4	4	185	" "
—	—	—	—	—	—	1	1	50	" "
—	—	—	—	—	—	1	1	130	" "
2	2	43	—	—	—	3	3	88	" "
1	1	9	—	—	—	1	1	9	" "
15	15	893	—	—	—	46	46	3,225	Total, Carpenters and joiners.

Trade.	Cause or Object.	Successful.			Partially successful.		
		Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.
BUILDING TRADES—*cont.*							
Painters and decorators	For advance in wages	1	1	80	—	—	—
" "	For advance in wages and reduction in hours.	1	1	50	—	—	—
" "	For advance in wages and other concessions.	1	1	150	1	1	130
" "	Against employment of labourers on painters' work.	2	2	33	—	—	—
" "	In defence of fellow unionists	—	—	—	—	—	—
" "	Against employment of members of another union.	—	—	—	—	—	—
" "	Breach of apprentice rules	1	1	4	—	—	—
	Total, Painters and decorators	6	6	317	1	1	130
Plasterers	For advance in wages	2	2	55	2	2	220
"	For advance in wages and other concessions.	1	1	267	—	—	—
"	Against proposed reduction in wages.	—	—	—	1	1	3
"	Refusal to pay walking time and fares to jobs	1	1	16	—	—	—
"	Demarcation of work disputes	1	1	18	—	—	—
"	Against employment of an "improver."	1	1	10	—	—	—
"	Against sub-contracting	—	—	—	—	—	—
"	Objection to a union defaulter	—	—	—	—	—	—
	Total, Plasterers	6	6	366	3	3	223
Plumbers	For advance in wages	1	1	59	1	1	8
"	For advance in wages and other concessions.	1	1	50	3	3	226
"	Against refusal to pay walking time, &c. (unionism).	2	2	28	1	1	200
"	Against employment of labourers upon plumbing work.	2	2	26	—	—	—
"	Against breach of union byelaws	1	—	—	—	—	—
"	Against excessive proportion of apprentices, &c.	—	—	—	—	—	—
"	Objection to employment of non-unionists.	—	—	—	—	—	—
	Total, Plumbers	7	6	163	5	5	434
Public works construction and maintenance.	For advance in wages	—	—	—	3	3	201
" "	Against proposed reduction in wages.	—	—	—	1	1	22
" "	For payment for walking time	—	—	—	1	1	11
" "	In defence of fellow workpeople	1	1	73	—	—	—
" "	Against sub-contracting and deductions from wages.	—	—	—	—	—	—
	Total, Public works construction and maintenance.	1	1	73	5	5	234
Sawyers	Objection to action of a non-unionist.	—	—	—	—	—	—
Slaters	For advance in wages	1	1	35	—	—	—
Stonemasons	For advance in wages	1	1	18	—	—	—
"	For advance in wages and reduction in hours.	1	1	200	—	—	—
"	For advance in wages and other concessions.	4	4	213	2	2	136
"	For improved or altered working rules and conditions.	3	3	63	—	—	—
"	Against proposed alteration in working rules.	—	—	—	—	—	—
"	Alleged infringement of working rules and customs.	5	4	51	1	1	20
"	Against employment of non-unionists.	4	4	63	—	—	—

Unsuccessful.			Indefinite or Result not known.			Total.			Trade.
Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	
									BUILDING TRADES—*cont.*
1	1	96	—	—	—	2	2	176	Painters and decorators.
—	—	—	—	—	—	1	1	50	" "
1	1	220	—	—	—	3	3	500	" "
—	—	—	—	—	—	2	2	33	" "
1	1	6	—	—	—	1	1	6	" "
—	—	—	1	1	15	1	1	15	" "
—	—	—	—	—	—	1	1	4	" "
3	3	322	1	1	15	11	11	784	Total, Painters and decorators.
1	1	53	—	—	—	5	5	328	Plasterers.
—	—	—	—	—	—	1	1	267	"
—	—	—	—	—	—	1	1	3	"
1	1	3	—	—	—	2	2	19	"
—	—	—	—	—	—	1	1	18	"
—	—	—	—	—	—	1	1	10	"
1	1	7	—	—	—	1	1	7	"
—	—	—	1	1	3	1	1	3	"
3	3	63	1	1	3	13	13	655	Total, Plasterers.
1	1	4	—	—	—	3	3	71	Plumbers.
—	—	—	—	—	—	4	4	276	"
—	—	—	—	—	—	3	3	228	"
—	—	—	—	—	—	2	2	26	"
—	—	—	—	—	—	1	—	—	"
1	1	4	—	—	—	1	1	4	"
1	1	4	—	—	—	1	1	4	"
3	3	12	—	—	—	15	14	609	Total, Plumbers.
2	2	11	—	—	—	5	5	212	Public works construction and maintenance.
—	—	—	—	—	—	1	1	22	" "
—	—	—	—	—	—	1	1	11	" "
—	—	—	1	1	200	2	2	273	" "
1	1	100	—	—	—	1	1	100	" "
3	3	111	1	1	200	10	10	618	Total, Public works construction and maintenance.
1	1	9	—	—	—	1	1	9	Sawyers.
—	—	—	—	—	—	1	1	35	Slaters.
2	2	335	1	1	2	4	4	355	Stonemasons.
—	—	—	—	—	—	1	1	200	"
—	—	—	—	—	—	6	6	349	"
—	—	—	—	—	—	3	3	63	"
2	2	65	—	—	—	2	2	65	"
1	1	4	—	—	—	7	6	75	"
4	4	29	—	—	—	8	8	92	"

Trade.	Cause or Object.	Successful.			Partially successful.		
		Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.
BUILDING TRADES—*cont.*							
Stonemasons—*cont.*	Against introduction of ready dressed stone.	1	1	8	—	—	—
„	Against employment of a defaulting unionist.	1	1	4	—	—	—
„	Against employment of other men upon masons' work.	1	—	—	—	—	—
„	Against sub-letting work	1	1	30	—	—	—
	Total, Stonemasons	22	20	650	3	3	156
Builders (generally)	For advance in wages	3	3	144	—	—	—
„ „	For advance in wages and other concessions.	2	2	262	—	—	—
„ „	Against employment of non-unionists.	2	2	8	—	—	—
„ „	Against infringement of working rules.	1	1	37	—	—	—
	Total, Builders generally	8	8	451	—	—	—
	TOTAL, BUILDING TRADES	94	89	3,766	30	30	2,914
BUTCHERS	Against change in working hours	1	1	150	—	—	—
CABINET MAKING AND FURNITURE TRADES.	For advance in wages	2	2	1,502	1	1	2
„ „	Against proposed reduction in wages.	—	—	—	1	1	29
„ „	Against alteration in system, causing reduced earnings.	1	1	5	—	—	—
„ „	Disputes as to apprentices, boy labour, &c.	1	1	5	—	—	—
„ „	Against employment of non-unionists.	—	—	—	—	—	—
„ „	For reduction in hours of labour and other concessions.	—	—	—	1	1	133
„ „	Against piecework, and for maintenance of walking time and travelling allowances.	—	—	—	1	1	14
„ „	Disputes as to alteration in shop working arrangements.	3	3	18	—	—	—
„ „	For alteration or improvement in working arrangements.	1	1	51	—	—	—
„ „	In defence of fellow workpeople	—	—	—	—	—	—
„ „	Dispute as to rates for overtime	—	—	—	1	—	—
	Total, Cabinet and furniture trades.	8	8	1,581	5	4	178
CEMENT WORKING	For advance in wages	1	1	550	—	—	—
CHEMICALS AND EXPLOSIVES WORKERS.	Against proposed reduction in wages.	—	—	—	—	—	—
	For advance in wages on account of dangerous work	—	—	—	—	—	—
	Total, Chemicals and explosives workers.	—	—	—	—	—	—
CIGAR, TOBACCO, AND PIPE TRADES.	For advance in wages	2	2	38	1	1	192
„ „	Against proposed reduction in wages.	—	—	—	1	1	20
„ „	For reinstatement of dismissed colleagues.	1	1	80	—	—	—
„ „	Refusal to work on a Bank Holiday.	—	—	—	—	—	—
	Total, Cigar tobacco, &c. trades	3	3	118	2	2	212

Unsuccessful.			Indefinite or Result not known.			Total.			Trade.
Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	
									BUILDING TRADES—*cont.*
3	3	13	—	—	—	4	4	21	Stonemasons—*cont.*
—	—	—	—	—	—	1	1	4	„
1	1	4	—	—	—	2	1	4	„
—	—	—	—	—	—	1	1	30	„
13	13	450	1	1	2	39	37	1,258	Total, Stonemasons.
3	3	154	—	—	—	6	6	298	Builders generally.
1	1	20	—	—	—	3	3	282	„ „
1	1	150	—	—	—	3	3	158	„ „
—	—	—	1	1	60	2	2	97	„ „
5	5	324	1	1	60	14	14	835	Total, Builders generally.
68	66	2,938	5	5	280	197	190	9,898	Total, Building trades.
—	—	—	—	—	—	1	1	150	BUTCHERS.
1	1	25	—	—	—	4	4	1,529	CABINET MAKING AND FURNITURE TRADES.
2	2	22	—	—	—	3	3	51	„ „
—	—	—	—	—	—	1	1	5	„ „
1	1	5	—	—	—	2	2	10	„ „
—	—	—	1	—	—	1	—	—	„ „
—	—	—	—	—	—	1	1	133	„ „
2	2	22	—	—	—	3	3	36	„ „
1	1	4	—	—	—	4	4	22	„ „
—	—	—	1	—	—	2	1	51	„ „
1	1	21	—	—	—	1	1	21	„ „
—	—	—	—	—	—	1	—	—	„ „
8	8	99	2	—	—	23	20	1,858	Total, Cabinet making and furniture trades.
—	—	—	—	—	—	1	1	550	CEMENT WORKING.
1	1	200	—	—	—	1	1	200	CHEMICALS AND EXPLOSIVES WORKERS.
1	1	200	—	—	—	1	1	200	„ „
2	2	400	—	—	—	2	2	400	Total, Chemicals and explosives workers.
1	1	23	—	—	—	4	4	253	CIGAR, TOBACCO, AND PIPE TRADES.
—	—	—	—	—	—	1	1	20	„ „
—	—	—	—	—	—	1	1	80	„ „
1	1	3	—	—	—	1	1	3	„ „
2	2	26	—	—	—	7	7	356	Total, Cigar, tobacco, &c. trades.

Trade.	Cause or Object.	Successful.			Partially successful.		
		Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.
CLOTHING TRADES:							
Boot and shoe manufacture	For advance in wages	3	3	123	1	1	50
„ „	Against proposed reduction in wages.	1	1	280	—	—	—
„ „	Alleged refusal to pay according to list prices.	6	5	308	—	—	—
„ „	Against departure from existing agreements, or working system, &c.	4	4	795	—	—	—
„ „	For alteration of working system	—	—	—	1	1	46,000
„ „	In defence of fellow workpeople	1	1	100	2	2	437
„ „	Excessive number of apprentices	2	2	180	—	—	—
„ „	Objection to action of officials	1	1	90	1	1	40
	Total, Boot and shoe manufacture	18	17	1,876	5	5	46,527
Hat and cap manufacture	For time wages on new class of work.	—	—	—	1	1	23
„ „	Against proposed new working rules.	1	1	180	—	—	—
	Total, Hat and cap manufacture	1	1	180	1	1	23
Hosiery and under-clothing manufacture.	For advance in wages	1	1	2,730	—	—	—
„ „	Against proposed reduction in wages.	1	1	13	2	2	4,010
„ „	Against alteration in method of working.	—	—	—	—	—	—
	Total, Hosiery and under-clothing manufacture.	2	2	2,743	2	2	4,010
Tailoring	For advance in wages	2	2	53	1	1	22
„	Against proposed reduction in wages.	1	1	50	—	—	—
„	Refusal to pay according to price lists.	—	—	—	1	1	6
„	Objection to non-unionists	1	1	8	—	—	—
„	Against out-working or employment of "middlemen."	—	—	—	1	1	16
„	In defence of a supervisor	—	—	—	—	—	—
„	Against alteration in system of working.	1	1	19	1	1	9
	Total, Tailoring	5	5	130	4	4	53
	TOTAL, CLOTHING TRADES	26	25	4,929	12	12	50,613
COACH-BUILDING	For improvement in working conditions.	—	—	—	—	—	—
„	In defence of fellow workers	—	—	—	—	—	—
	Total, Coach-building	—	—	—	—	—	—
COOPERS	For advance in wages	—	—	—	—	—	—
„	Against employment of machines worked by boys.	—	—	—	—	—	—
„	Refusal to accept gauge adopted by union.	—	—	—	—	—	—
	Total, Coopers	—	—	—	—	—	—
FEMALE EMPLOYMENT	Against proposed reduction in wages.	—	—	—	1	1	21
„ „	Against fines for coming late	1	1	50	—	—	—
	Total, Female employment	1	1	50	1	1	21
GLASS TRADES	Against reduction in wages	1	1	200	—	—	—
„	Against increased work without corresponding remuneration.	—	—	—	—	—	—
„	In defence of union colleagues, &c.	—	—	—	—	—	—
„	Against time working in a piece-work shop.	—	—	—	—	—	—
	Total, Glass trades	1	1	200	—	—	—

Unsuccessful.			Indefinite or Result not known.			Total.			Trade.
Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	
									CLOTHING TRADES:—
1	1	26	—	—	—	5	5	199	Boot and shoe manufacture.
—	—	—	—	—	—	1	1	280	„ „
1	1	28	—	—	—	7	6	336	„ „
1	1	314	—	—	—	5	5	1,109	„ „
1	1	250	—	—	—	2	2	46,250	„ „
—	—	—	—	—	—	3	3	537	„ „
—	—	—	—	—	—	2	2	180	„ „
—	—	—	—	—	—	2	2	130	„ „
4	4	618	—	—	—	27	26	49,021	Total, Boot and shoe manufacture.
—	—	—	—	—	—	1	1	23	Hat and cap manufacture.
—	—	—	—	—	—	1	1	180	„ „
—	—	—	—	—	—	2	2	203	Total, Hat and cap manufacture.
1	1	5	—	—	—	2	2	2,735	Hosiery and Underclothing manufacture.
1	1	100	—	—	—	4	4	4,123	„ „
1	1	149	—	—	—	1	1	149	„ „
3	3	254	—	—	—	7	7	7,007	Total, Hosiery and underclothing manufacture.
—	—	—	—	—	—	3	3	75	Tailoring.
2	2	13	—	—	—	3	3	63	„
—	—	—	1	1	4	2	2	10	„
1	1	9	—	—	—	2	2	17	„
1	1	3	1	1	80	3	3	99	„
1	1	550	—	—	—	1	1	550	„
1	1	5	—	—	—	3	3	33	„
6	6	580	2	2	84	17	17	847	Total, Tailoring.
13	13	1,452	2	2	84	53	52	57,078	Total, Clothing trades.
—	—	—	1	1	5	1	1	5	COACH-BUILDING.
1	1	20	—	—	—	1	1	20	„
1	1	20	1	1	5	2	2	25	Total, Coach-building.
2	2	20	—	—	—	2	2	20	COOPERS.
1	1	5	—	—	—	1	1	5	„
1	1	18	—	—	—	1	1	18	„
4	4	43	—	—	—	4	4	43	Total, Coopers.
—	—	—	—	—	—	1	1	21	FEMALE EMPLOYMENT.
—	—	—	—	—	—	1	1	50	„ „
—	—	—	—	—	—	2	2	71	Total, Female employment.
1	1	88	—	—	—	2	2	288	GLASS TRADES.
1	1	18	—	—	—	1	1	18	„
2	2	10	—	—	—	2	2	10	„
1	1	42	—	—	—	1	1	42	„
5	5	158	—	—	—	6	6	358	Total, Glass trades.

Trade.	Cause or Object.	Successful.			Partially successful.		
		Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.
Labour (Agricultural and General).	For advance in wages	1	1	8	—	—	—
" "	Against proposed reduction in wages.	—	—	—	—	—	—
" "	Against alteration of customary allowances.	—	—	—	—	—	—
	Total, Labour (agricultural and general).	1	1	8	—	—	—
Leather and India-rubber Trades.	For advance in wages	1	1	100	—	—	—
" "	For advance in wages and reduction in hours.	—	—	—	—	—	—
" "	Against reduction in wages	—	—	—	—	—	—
" "	For reduction in amount of work required.	—	—	—	—	—	—
	Total, Leather and india-rubber trades.	1	1	100	—	—	—
METAL TRADES:— Iron and steel manufacture.	For advance in wages	—	—	—	—	—	—
" "	Against proposed reduction in wages	3	3	796	3	3	3,370
" "	For advance in wages and other concessions.	—	—	—	1	1	400
" "	For reduction in hours of labour	—	—	—	—	—	—
" "	For abolition of contracting system.	1	1	409	—	—	—
" "	Objection to retention of wages	1	1	200	—	—	—
" "	For recognition by employer of trade union.	—	—	—	—	—	—
" "	Sympathy with other men in dispute.	—	—	—	—	—	—
	Total, Iron and steel manufacture.	5	5	1,396	4	4	3,770
Engineering and cognate trades.	For advance in wages	5	4	300	2	2	5,630
" "	For advance in wages and other concessions.	—	—	—	—	—	—
" "	Against proposed reduction in wages.	2	2	42	1	1	14
" "	Demarcation of work disputes	2	2	22	2	2	967
" "	Against employment of labourers on skilled work.	1	1	21	—	—	—
" "	For reduction in hours of labour	1	1	5	—	—	—
" "	Against employment of non-unionists.	—	—	—	—	—	—
" "	Against piecework and alterations in working system.	1	1	2	—	—	—
" "	For alteration or improvement in working system, method of payment, &c.	—	—	—	—	—	—
" "	Against proposed re-arrangement of hours.	—	—	—	—	—	—
" "	In defence of fellow workpeople, spokesmen, &c.	2	2	287	1	1	150
" "	Sympathy with other strikes or strikers.	1	1	5,200	—	—	—
" "	Apprentice rules and regulations	—	—	—	2	2	103
" "	Objection to officials	—	—	—	—	—	—
" "	Disputes between classes as to wages.	1	1	40	—	—	—
"	Against employment of member of another union.	—	—	—	—	—	—
" "	A fellow workman acting in opposition to union rules.	—	—	—	—	—	—
	Total, Engineering and cognate trades.	16	15	5,919	8	8	6,864

Unsuccessful.			Indefinite or Result not known.			Total.			Trade.
Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	
11	11	131	—	—	—	12	12	139	LABOUR (AGRICULTURAL AND GENERAL).
1	1	7	—	—	—	1	1	7	„ „
1	1	6	—	—	—	1	1	6	„ „
13	13	144	—	—	—	14	14	152	Total, Labour (agricultural and general).
2	2	34	—	—	—	3	3	134	LEATHER AND INDIA-RUBBER TRADES.
1	1	9	—	—	—	1	1	9	„ „
1	1	40	—	—	—	1	1	40	„ „
1	1	16	—	—	—	1	1	16	„ „
5	5	99	—	—	—	6	6	199	Total, Leather and india rubber trades.
3	2	54	1	1	103	4	3	157	METAL TRADES:— Iron and steel manufacture.
6	5	816	—	—	—	12	11	4,982	„ „
—	—	—	—	—	—	1	1	400	„ „
1	1	1,142	—	—	—	1	1	1,142	„ „
2	2	303	—	—	—	3	3	703	„ „
—	—	—	—	—	—	1	1	200	„ „
1	1	10	—	—	—	1	1	10	„ „
1	1	108	—	—	—	1	1	108	„ „
14	12	2,433	1	1	103	24	22	7,702	Total, Iron and steel manufacture.
5	5	214	2	1	218	14	12	6,362	Engineering and cognate trades.
2	2	280	—	—	—	2	2	280	„ „
2	2	236	—	—	—	5	5	292	„ „
1	1	766	—	—	—	5	5	1,755	„ „
1	1	15	—	—	—	2	2	36	„ „
—	—	—	—	—	—	1	1	5	„ „
1	1	17	—	—	—	1	1	17	„ „
2	2	116	—	—	—	3	3	118	„ „
2	2	121	—	—	—	2	2	121	„ „
1	1	32	—	—	—	1	1	32	„ „
—	—	—	—	—	—	3	3	437	„ „
—	—	—	—	—	—	1	1	5,200	„ „
—	—	—	—	—	—	2	2	103	„ „
1	1	20	—	—	—	1	1	20	„ „
—	—	—	—	—	—	1	1	40	„ „
1	1	40	—	—	—	1	1	40	„ „
1	1	400	—	—	—	1	1	400	„ „
20	20	2,257	2	1	218	46	44	15,253	Total, Engineering and cognate trades.

Trade.	Cause or Object.	Successful.			Partially successful.		
		Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.
METAL TRADES—*cont.*							
Shipbuilding - -	For advance in wages - -	6	6	489	4	4	364
„ - - -	Against proposed reduction in wages.	—	—	—	—	—	—
„ - - -	Demarcation of work disputes -	5	5	959	2	2	265
„ - - -	Disputes with other classes of workpeople as to wages.	—	—	—	—	—	—
„ - - -	Against alteration in working systems, &c.	4	4	298	4	4	1,571
„ - - -	For alteration in working system, increased help, &c.	2	2	148	1	1	900
„ - -	Objection to working with non-unionists.	3	3	412	—	—	—
„ - -	Objection to employment of labourers and boys upon skilled work.	2	2	84	1	1	243
„ - - -	For re-arrangement of working hours.	—	—	—	1	1	130
„ - - -	In defence of fellow workpeople	2	2	514	—	—	—
„ - - -	Objection to action of overseers, &c.	2	2	154	—	—	—
„ - - -	Sympathy with other men in dispute.	1	1	14	—	—	—
	Total, Shipbuilding - -	27	27	3,072	13	13	3,473
Miscellaneous metal trades -	For advance in wages - -	6	6	10,367	3	3	212
„ „ -	For advance in wages and other concessions.	—	—	—	—	—	—
„ „ -	Against proposed reduction in wages.	2	2	26	3	3	800
„ „ -	Against employment of non-unionists.	1	1	65	—	—	—
„ „ -	In defence, or for reinstatement of, fellow workpeople.	1	1	73	—	—	—
„ „ -	Against alteration in system, increase of work, &c.	1	1	43	1	1	56
„ „ -	For alteration or improvement in working system.	2	2	209	—	—	—
„ „ -	Disputes as to boy and female labour.	—	—	—	1	1	20
„ „ -	Against employment of a member of another union.	—	—	—	—	—	—
„ „ -	Against alteration in working hours.	—	—	—	—	—	—
„ „ -	Demarcation disputes - -	—	—	—	—	—	—
	Total, Miscellaneous metal trades	13	13	10,783	8	8	1,088
	TOTAL, METAL TRADES -	61	60	21,170	33	33	15,195
MILLERS - - -	In defence of liberty to belong to union.	—	—	—	—	—	—
MINING AND QUARRYING :—							
Coal mining - -	For advance in wages - -	5	5	769	16	16	9,444
„ „ - -	For advance in wages and other concessions.	—	—	—	3	3	8,257
„ „ - -	Against proposed reduction in wages.	5	5	1,454	21	20	8,147
„ „ - -	Against reduction in wages on change of system.	—	—	—	5	5	1,369
„ „ - -	For increase in wages on account of difficulties, altered system, &c.	1	1	1,089	1	1	545
„ „ - -	Against deductions from wages in consequence of dirt in coal and other matters.	3	3	1,309	11	11	3,664
„ „ - -	Against stoppage of various allowances.	—	—	—	1	1	6,000
„ „ - -	Objection to non-union men -	2	2	597	1	1	500
„ „ - -	Against defaulting unionists -	2	2	1,609	—	—	—
„ „ - -	Against alterations in working system.	7	7	3,485	8	8	1,974
„ „ - -	For alteration and improvement in working conditions.	7	7	3,662	4	3	2,175

Unsuccessful.			Indefinite or Result not known.			Total.			Trade.
Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	
									METAL TRADES—*cont.*
1	1	93	—	—	—	11	11	946	Shipbuilding.
1	1	40	—	—	—	1	1	40	,,
5	5	155	—	—	—	12	12	1,379	,,
1	1	208	—	—	—	1	1	208	,,
2	2	45	—	—	—	10	10	1,914	,,
4	4	649	—	—	—	7	7	1,697	,,
1	1	230	—	—	—	4	4	642	,,
—	—	—	—	—	—	3	3	327	,,
—	—	—	—	—	—	1	1	180	,,
1	—	—	—	—	—	3	2	514	,,
—	—	—	—	—	—	2	2	154	,,
—	—	—	—	—	—	1	1	14	,,
16	15	1,420	—	—	—	56	55	7,965	Total. Shipbuilding.
2	2	53	—	—	—	11	11	10,632	Miscellaneous metal trades.
2	2	36	—	—	—	2	2	36	,, ,,
11	9	1,662	—	—	—	16	14	2,488	,, ,,
1	1	28	—	—	—	2	2	93	,, ,,
5	5	591	—	—	—	6	6	664	,, ,,
1	1	120	—	—	—	3	3	219	,, ,,
3	3	808	—	—	—	5	5	1,017	,, ,,
1	1	5	—	—	—	2	2	25	,, ,,
1	1	25	—	—	—	1	1	25	,, ,,
1	1	115	—	—	—	1	1	115	,, ,,
—	—	—	1	1	75	1	1	75	,, ,,
28	26	3,443	1	1	75	50	48	15,389	Total, Miscellaneous metal trades.
78	73	9,553	4	3	396	176	169	46,314	Total, Metal trades.
1	1	11	—	—	—	1	1	11	Millers.
									MINING AND QUARRYING:—
15	15	4,684	—	—	—	36	36	14,847	Coal mining.
—	—	—	—	—	—	3	3	8,257	,, ,,
18	18	3,184	2	2	570	46	45	13,355	,, ,,
2	2	219	1	1	40	8	8	1,628	,, ,,
—	—	—	—	—	—	2	2	1,634	,, ,,
3	3	901	—	—	—	17	17	5,874	,, ,,
—	—	—	—	—	—	1	1	6,000	,, ,,
1	1	580	—	—	—	4	4	1,677	,, ,,
—	—	—	—	—	—	2	2	1,609	,, ,,
7	7	4,114	—	—	—	22	22	9,573	,, ,,
3	3	923	—	—	—	14	13	6,760	,, ,,

Trade.	Cause or Object.	Successful.			Partially successful.		
		Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.
MINING AND QUARRYING—*cont.*							
Coal mining	For alteration in hours of labour	—	—	—	—	—	—
„ „	Against proposed increase in hours of labour.	1	1	606	—	—	—
„ „	In defence or for reinstatement of fellow workpeople.	1	1	200	3	3	2,482
„ „	Sympathy with other men in dispute.	—	—	—	4	4	3,679
„ „	Against requirement to do work alleged not to belong to them.	—	—	—	1	1	178
„ „	Objection to action of officials	—	—	—	1	1	200
„ „	Cause not known	—	—	—	—	—	—
	Total, Coal mining	34	34	14,780	80	78	48,614
Miscellaneous mining	For advance in wages	1	1	300	1	1	65
„ „	Refusal to continue work owing to hindrances in working system.	1	1	1,000	—	—	—
	Total, Miscellaneous mining	2	2	1,300	1	1	65
Quarrying, &c.	For advance in wages	1	1	196	1	1	44
„ „	Against proposed reduction in wages.	—	—	—		—	—
„ „	For advance in wages on account of changed system.	3	3	67	1	1	13
„ „	Against alteration in mode of working.	1	1	80	1	1	150
	Total, Quarrying, &c.	5	5	343	3	3	207
	TOTAL, MINING AND QUARRYING	41	41	16,423	84	82	48,886
MUNICIPAL EMPLOYMENT	For advance in wages	—	—	—	—	—	—
„ „	Against alteration in working arrangements.	1	1	9	—	—	—
	Total, Municipal employment	1	1	9	—	—	—
PAPER AND STATIONERY MANUFACTURE.	Against proposed reduction in wages.	—	—	—	1	1	156
„ „	For return of "lie" money during holidays to make up full wages.	1	1	17	—	—	—
	Total, Paper and stationery manufacture.	1	1	17	1	1	156
POTTERY TRADE	For advance in wages for a new pattern.	—	—	—	—	—	—
PRINTING AND BOOKBINDING TRADES.	For advance in wages	—	—	—	—	—	—
„ „	For advance in wages and reduction in hours.	—	—		—	—	—
„ „	Objection to work with non-unionists.	—	—	—	—	—	—
„ „	Against employment of females, boys, and less skilled men.	—	—	—	—	—	—
„ „	In defence of fellow workmen	1	1	5	—	—	—
„ „	Against a new system of checking work.	—	—	—	—	—	—
	Total, Printing and bookbinding trade.	1	1	5	—	—	—
SADDLE AND HARNESS TRADES.	Against proposed reduction in wages.	1	—	—	—	—	—

Unsuccessful.			Indefinite or Result not known.			Total.			Trade.
Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	
									MINING AND QUARRYING—*cont.*
1	1	402	—	—	—	1	1	402	Coal mining—*cont.*
—	—	—	—	—	—	1	1	606	" "
4	4	2,434	—	—	—	8	8	5,116	" "
—	—	—	—	—	—	4	4	3,679	" "
1	1	200	—	—	—	2	2	378	" "
—	—	—	—	—	—	1	1	200	" "
—	—	—	2	2	182	2	2	182	" "
55	55	17,591	5	5	792	174	172	81,777	Total, Coal mining.
1	1	20	—	—	—	3	3	385	Miscellaneous mining.
1	1	26	—	—	—	2	2	1,026	" "
2	2	46	—	—	—	5	5	1,411	Total, Miscellaneous mining.
3	3	41	—	—	—	5	5	281	Quarrying, &c.
—	—	—	1	1	100	1	1	100	" "
—	—	—	—	—	—	4	4	80	" "
—	—	—	—	—	—	2	2	230	" "
3	3	41	1	1	100	12	12	691	Total, Quarrying, &c.
60	60	17,678	6	6	892	191	189	83,879	TOTAL, MINING AND QUARRYING.
1	1	14	—	—	—	1	1	14	MUNICIPAL EMPLOYMENT.
1	1	9	—	—	—	2	2	18	" "
2	2	23	—	—	—	3	3	32	Total, Municipal employment.
—	—	—	—	—	—	1	1	156	PAPER AND STATIONERY MANUFACTURE.
—	—	—	—	—	—	1	1	17	" "
—	—	—	—	—	—	2	2	173	Total, Paper and stationery manufacture.
1	1	64	—	—	—	1	1	64	POTTERY TRADE.
1	1	75	—	—	—	1	1	75	PRINTING AND BOOKBINDING TRADES.
2	2	9	—	—	—	2	2	9	" " "
2	2	9	—	—	—	2	2	9	" " "
4	4	49	—	—	—	4	4	49	" " "
—	—	—	—	—	—	1	1	5	" " "
1	1	7	—	—	—	1	1	7	" " "
10	10	149	—	—	—	11	11	154	Total, Printing and book-trades.
—	—	—	—	—	—	1	—	—	SADDLE AND HARNESS TRADES.

Trade.	Cause or Object.	Successful.			Partially successful.		
		Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.
TEXTILE TRADES —							
Cotton manufacture	For advance in wages - -	3	3	1,310	3	3	293
„ „	For advance in wages and other concessions.	1	1	240	—	—	—
„ „	Against proposed or actual reduction in wages.	2	2	350	2	2	58
„ „	Alleged payment below and for enforcement of list prices.	3	3	304	1	1	230
„ „	For advance in wages and reduction in hours.	—	—	—	—	—	—
„ „	Alleged bad material, and for compensation in respect thereof.	9	9	2,274	3	3	1,325
„ „	For abolition or modification of steaming in weaving shed.	3	3	697	2	2	568
„ „	In defence or for reinstatement of fellow-workers.	1	1	15	5	5	1,735
„ „	Objection to action of officials -	1	1	330	—	—	—
„ „	In defence of union officials, delegates, &c.	—	—	—	—	—	—
„ „	Dissatisfaction with action of fellow-workers.	—	—	—	1	—	—
„ „	Disputes as to promotion to superior work.	—	—	—	1	1	20
„ „	Objection to non-unionists -	—	—	—	—	—	—
„ „	For alteration or improvement in working conditions.	2	2	390	—	—	—
„ „	Against alteration in working arrangements.	1	1	200	—	—	—
	Total, Cotton manufacture -	26	26	6,110	18	17	4,229
Jute working - - -	For advance in wages - -	2	2	950	—	—	—
„ „ - -	Against reduction in wages -	1	1	34	—	—	—
„ - - -	Alleged bad material, and for compensation with respect thereto.	2	2	142	—	—	—
„ „ - -	Against new rules and arrangements.	—	—	—	1	1	60
„ „ - -	Against dismissal of officials -	2	2	450	—	—	—
	Total, Jute working -	7	7	1,576	1	1	60
Lace manufacture -	Against discharge of fellow unionists.	—	—	—	—	—	—
„ „ -	Against deductions for defective work.	—	—	—	—	—	—
	Total, Lace manufacture -	—	—	—	—	—	—
Linen and flax manufacture.	For advance in wages - -	—	—	—	—	—	—
„ „ -	Against reduction in wages -	—	—	—	—	—	—
„ „ -	Against altered system, causing reduced earnings.	1	1	11	—	—	—
„ „ -	For decreased work, alteration of pay day, &c.	1	1	25	—	—	—
„ „ -	Objection to sign rules - -	—	—	—	—	—	—
	Total, Linen and flax manufacture.	2	2	36	—	—	—
Rope and twine manufacture.	Against reduction in wages -	—	—	—	1	1	98
„ „ -	Against fines upon fellow workers.	—	—	—	1	1	230
	Total, Rope and twine manufacture.	—	—	—	2	2	328
Silk manufacture	Against reduction in wages -	—	—	—	—	—	—
Woollen, worsted, and carpet manufacture.	For advance in wages - -	2	2	92	5	5	245
„ „	Against proposed reduction in wages	5	5	5,465	1	1	157

Unsuccessful.			Indefinite or Result not known.			Total.			Trade.
Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	
									TEXTILE TRADES:—
3	3	589	—	—	—	9	9	2,192	Cotton manufacture.
1	1	270	—	—	—	2	2	510	„ „
—	—	—	—	—	—	4	4	408	„ „
—	—	—	1	1	275	5	5	809	„ „
1	1	540	—	—	—	1	1	540	„ „
3	3	103	1	1	154	16	16	3,856	„ „
—	—	—	—	—	—	5	5	1,265	„ „
4	4	757	1	1	243	11	11	2,750	„ „
3	3	410	—	—	—	4	4	740	„ „
1	1	105	—	—	—	1	1	105	„ „
1	1	112	—	—	—	2	1	112	„ „
1	1	108	—	—	—	2	2	128	„ „
1	1	184	—	—	—	1	1	184	„ „
—	—	—	—	—	—	2	2	390	„ „
—	—	—	—	—	—	1	1	200	„ „
19	19	3,178	3	3	672	66	65	14,189	Total, Cotton manufacture.
1	1	32,000	—	—	—	3	3	32,950	Jute working.
—	—	—	—	—	—	1	1	34	„ „
2	2	662	—	—	—	4	4	804	„ „
1	1	376	—	—	—	2	2	436	„ „
—	—	—	—	—	—	2	2	450	„ „
4	4	33,038	—	—	—	12	12	34,674	Total, Jute manufacture.
1	1	17	—	—	—	1	1	17	Lace manufacture.
1	1	20	—	—	—	1	1	20	„ „
2	2	37	—	—	—	2	2	37	Total, Lace manufacture.
1	1	58	—	—	—	1	1	58	Linen and flax manufacture.
1	1	13	—	—	—	1	1	13	„ „
—	—	—	—	—	—	1	1	11	„ „
3	3	180	—	—	—	4	4	205	„ „
1	1	673	—	—	—	1	1	673	„ „
6	6	924	—	—		8	8	960	Total, Linen and flax manufacture.
1	1	2	—	—	—	2	2	100	Rope and twine manufacture.
—	—	—	—	—	—	1	1	230	„ „
1	1	2	—	—	—	3	3	330	Total, Rope and twine manufacture.
1	1	70	—	—	—	1	1	70	„ „
4	3	191	—	—	—	11	10	528	Woollen, worsted, and carpet manufacture.
5	5	171	—	—	—	11	11	5,793	„ „

Trade.	Cause or Object.	Successful.			Partially successful.		
		Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.
TEXTILE TRADES—*cont.*							
Woollen, worsted, &c. manufacture—*cont.*	Against alteration in working system, price lists, &c.	—	—	—	2	2	91
„ „ -	In defence of fellow workers -	1	1	100	1	1	99
„ „ -	Against employment of non-unionists.	1	1	166	1	1	11
„ „ -	For alteration in working system	1	1	15	—	—	—
„ „ -	Alleged excessive fining - -	1	1	16	—	—	—
	Total, Woollen, worsted, &c. manufacture.	11	11	5,854	10	10	603
Textile machine fittings manufacture.	For advance in wages and other concessions.	—	—	—	1	1	71
„ „ -	Objection to action of officials -	1	1	4	—	—	—
„ „ -	Objection to employment of non-unionists.	—	—	—	—	—	—
„ „ -	Against employment of women upon men's work.	—	—	—	—	—	—
	Total, Textile machine fittings manufacture.	1	1	4	1	1	71
	TOTAL, TEXTILE TRADES -	47	47	13,580	32	31	5,291
THEATRICAL, &C., OPERATIVES	In defence of a fellow unionist -	—	—	—	1	1	10
„ „ -	For alteration in existing method of payment.	—	—	—	—	—	—
	Total, Theatrical, &c., operatives.	—	—	—	1	1	10
TRANSPORT (LAND AND WATER).	For advance in wages - -	3	1	7	—	—	—
„ „ -	For advance in wages on account of difficulties.	1	1	50	—	—	—
„ „ -	Against reduction in wages -	2	2	72	1	1	24
„ „ -	Refusal to work with, or to complete work commenced by, non-unionists.	3	3	155	—	—	—
„ „ -	Against alteration in method of working.	2	2	440	—	—	—
„ „ -	Refusal to allow union badges to be worn.	—	—	—	1	1	350
„ „ -	For alteration in working arrangements.	—	—	—	1	1	60
„ „ -	For payment for lost or broken time.	2	2	164	—	—	—
	Total, Transport - -	13	11	888	3	3	434
	GRAND TOTAL -	303	293	63,544	206	202	124,137

Summaries of this Table will

Unsuccessful.			Indefinite or Result not known.			Total.			Trade.
Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	Number of Disputes.	Number in which Particulars of Numbers are known.	Number of Persons affected so far as known.	
									TEXTILE TRADES—*cont.*
3	3	184	—	—	—	5	5	275	Woollen, worsted, &c. manufacture—*cont.*
—	—	—	—	—	—	2	2	199	„ „
—	—	—	—	—	—	2	2	177	„ „
2	2	27	—	—	—	3	3	42	„ „
—	—	—	—	—	—	1	1	16	„ „
14	13	573	—	—	—	35	34	7,030	Total, Woollen, worsted, and carpet manufacture.
—	—	—	—	—	—	1	1	71	Textile machine fittings manufacture.
—	—	—	1	—	—	2	1	4	„ „
1	1	10	—	—	—	1	1	10	„ „
1	1	40	—	—	—	1	1	40	„ „
2	2	50	1	—	—	5	4	125	Total, Textile machine fittings manufacture.
49	48	37,872	4	3	672	132	129	57,415	Total, Textile trades.
—	—	—	—	—	—	1	1	10	THEATRICAL, &C., OPERATIVES.
1	1	28	—	—	—	1	1	28	„ „
1	1	28	—	—	—	2	2	38	Total, Theatrical, &c., operatives.
2	2	68	—	—	—	5	3	75	TRANSPORT (LAND AND WATER).
1	1	140	—	—	—	2	2	190	„ „
2	2	49	—	—	—	5	5	145	„ „
2	2	84	—	—	—	5	5	239	„ „
5	5	2,522	—	—	—	7	7	2,962	„ „
—	—	—	—	—	—	1	1	350	„ „
1	1	50	—	—	—	2	2	110	„ „
1	1	28	—	—	—	3	3	192	„ „
14	14	2,941	—	—	—	30	28	4,263	Total, Transport.
343	335	73,748	24	20	2,329	876	850	263,758	Grand Total.

be found on pp. 48 and 52.

TABLE IV.—Showing PARTICULARS extracted from RETURNS received from EMPLOYERS of the NUMBER of PERSONS DIRECTLY and INDIRECTLY AFFECTED, VALUE of FIXED CAPITAL laid IDLE, other ELEMENTS of LOSS to CAPITAL, and SUGGESTIONS as to SETTLING or PREVENTING LABOUR DISPUTES.

In cases marked * the number differs from that taken for Table I.

Reference Number.	Trade.	Locality.	Number of Persons affected.	Estimated Value of fixed Capital laid idle by Dispute.	Annual Rateable Value of Property occupied by Firm and laid idle.	Estimated actual Outlay by Employers in stopping and re-opening Works, and in Payment of fixed Charges and Salaries during Stoppage.	Amount paid in support of Strike by Organisations of Employers.	Suggested means of settling or preventing Labour Disputes.
	BAKERS.			£	£	£	£	
	Bakers	Sligo	3	Nil	Nil	Nil	Nil	"Free contract and non-society men when available."
4	Do.	Ballymena	11	N	N	50	—	——
			26	Nil	Nil	—	—	——
6	Do.	Limerick	4	2,000	24	120	4*l.* weekly by Bakers' Guild.	"The stopping of picketing and have promoters arrested."
	BRUSHMAKING.							
7	Brushmakers'	Newcastle-on-Tyne.	*12	Nil	Nil	Nil	—	——
	BUILDING TRADES.							
	BRICKLAYING.							
9	Bricklayers	Standish, Wigan.	14	—	—	—	—	"Direct communication between masters and workmen."
10	Do.	London, S.W.	29	—	—	—	—	——
12	Do.	Blackburn	7	—	—	—	—	——
15	Do.	London, S.E.	2	—	—	—	—	——
16	Do.	Portsmouth	20	—	—	—	—	——
18	Do.	Taunton	70	—	—	—	—	——
19	Do.	Leamington	30	300	—	—	—	*See* note, p. 256.
20	Do.	Felixstowe and Walton.	*50	5,000	—	—	—	Board of Arbitration, with power to compel both parties to state their wants or objections before striking or locking out.
		Halstead, Essex.	32	—	—	—	—	Board of Arbitration.
			—	—	—	—	—	*See* note, p. 257.
21	Do.		13	—	—	—	—	"Board of Arbitration with Board of Trade official as president."
			1	—	—	—	—	——
			3	—	—	—	—	"Board of Arbitration presided over by Board of Trade official."
			11	—	—	—	—	——
			17	—	—	—	—	Board of Arbitration.
22	Bricklayers and labourers.	Gosport	200	—	—	—	—	"More reasonable spirit to be shown by the delegates sent to country districts."
24	Bricklayers	Rugby	*80	—	—	—	—	——
25	Bricklayers and labourers.	Coalville and Hugglescote.	50	—	—	—	—	Arbitration.
			14	1,500	Nil	6*s.*	None	*See* note, p. 257.
			15	—	—	—	—	——
26	Bricklayers	Stourbridge	100	—	—	—	—	——
			80	2,000	—	—	—	——
			4	30	—	—	—	——
			12	—	—	—	—	——
			100	—	—	—	—	——
28	Do.	Near Warwick	75	2,000	—	75	—	*See* note for No. 19, p. 256.
29	Do.	Grimsby	75	—	—	Nil	—	Disorganise trade unions.
31	Do.	Middlesbrough	45	—	—	—	—	State-appointed Board of Arbitration.
32	Do.	Oxford	100	—	—	—	—	Board of Conciliation.
33	Do.	London, E.	*30	—	—	—	—	——
35	Bricklayers and labourers.	York	*22	75	—	5	Nil	Conferences between masters and men.
36	Do.	Leeds	*150	8,000	150	20	—	*See* note, p. 257.
38	Do.	London, E.C.	71	5,000	—	500	—	——
41	Do.	Do.	19	1,500	—	100	—	——
42	Do.	Do.	15	500	—	50	—	——
43	Do.	London, E.	7	2,000	—	50	—	——
44	Bricklayers	London, W.	13	—	—	—	—	——
51	Do.	Exeter	*18	Nil	Nil	Nil	Nil	"Employers and employés talking the matter over from a common sense point of view."

In cases marked * the number differs from that taken for Table I.

Reference Number.	Trade.	Locality.	Number of Persons affected.	Estimated Value of fixed Capital laid idle by Dispute.	Annual Rateable Value of Property occupied by Firm and laid idle.	Estimated actual Outlay by Employers in stopping and re-opening Works, and in Payment of fixed Charges and Salaries during Stoppage.	Amount paid in support of Strike by Organisations of Employers.	Suggested means of settling or preventing Labour Disputes.
	BRICKMAKING.			£	£	£	£	
53	Brickmakers	Birmingham	*13	2,000	409	10	—	*See* note, p. 258.
55	Do.	Bridgwater	*9	—	—	—	—	"Leave masters and men to settle matters amicably between them without the interference of union agents and agitators."
	CARPENTERS AND JOINERS.							
57	Carpenters and joiners.	Cardiff	24	9,000	—	110	Nil	*See* note, p. 258.
58	Do.	Dundee	325	3,500	900	85	—	Arbitration. *See* note, p. 258.
59	Do.	Oldham	*8	—	—	—	—	——
60	Do.	Smethwick	20	—	—	—	—	——
61	Do.	Leicester	400	—	—	—	—	Arbitration
63	Do.	Oban	10	—	—	—	—	——
			6	—	—	—	—	——
			—	—	—	—	—	A duly elected Board for investigating and settling disputes.
			—	—	—	—	—	Settlement should be made by competent persons.
			6	—	—	—	—	Mutual concession.
64	Do.	Falkirk and Grangemouth.	30	550	36	—	—	——
			9	2,500	—	—	—	Meeting of employers and workmen.
			8	2	300	—	—	"Masters to meet men and discuss question and appoint arbiter."
			9	—	—	—	—	"Board of Arbitration of masters and men."
66	Do.	Johnstone	*2	Nil	—	—	—	Piece-work.
67	Do.	Stirling	65	—	—	—	Nil	Arbitration.
70	Do.	Bray	*4	2,000 to 3,000.	—	—	—	*See* note, p. 260.
71	Do.	Dundee	*41	—	—	—	—	Legal enactment to prevent trade societies.
74	Do.	Rotherham	80	—	—	—	—	"A Board of Arbitration appointed by Government."
76	Do.	St. Helens	*200	—	—	—	—	Arbitration. *See* note, p. 260.
79	Do.	Bellshill	*22	—	—	—	—	*See* note, p. 260.
80	Do.	Guildford	*55	—	—	—	—	——
81	Do.	Brechin	*20	—	—	—	—	——
82	Do.	Bishop Auckland.	5	—	17	Nil	Nil	——
			45	—	—	—	—	——
83	Do.	New Ross	—	—	—	—	—	"Have the management of the local branches of the society in the hands of honest, truthful, and industrious men."
84	Do.	Glossop	6	—	—	—	—	——
			6	—	—	—	—	——
87	Do.	Consett	3	—	—	—	—	"Persuade the men in the union to drown all their leaders that they are paying at present, as they are the cause of all the disputes."
			30	—	—	—	—	Conciliation with a practical impartial umpire.
			2	—	—	—	—	——
			3	—	—	—	—	——
89	Do.	North Woolwich.	14	Nil.	Nil	Nil	Nil	——
90	Do.	Swansea	600	20,000	1,000	Nil	—	——
93	Do.	Felixstowe and Walton	†130	10,000	—	10	22	Arbitration
			†125	5,000	—	Nil	—	"Discussion on differences between masters and deputation of workmen."
97	Do.	Leeds	45	2,000	100	—	—	Strong national combination in the building trade.
98	Do.	Plymouth	*3	—	—	—	—	——
101	Packing case makers.	Liverpool	*20	—	—	—	—	——
	PAINTERS AND DECORATORS.							
106	Painters	Bury	150	10,000	—	—	—	"Friendly conferences between employers and operatives."
107	Do.	Padiham	24	—	—	—	Nil	——
			20	—	—	—	—	——
			2	—	—	—	—	——
			4	—	22	Nil	Nil	——

† Both returns apparently relate to the whole dispute.

In cases marked * the number differs from that taken for Table I.

Reference Number.	Trade.	Locality.	Number of Persons affected.	Estimated Value of fixed Capital laid idle by Dispute.	Annual Rateable Value of Property occupied by Firm and laid idle.	Estimated actual Outlay by Employers in stopping and re-opening Works, and in Payment of fixed Charges and Salaries during Stoppage.	Amount paid in support of Strike by Organisations of Employers.	Suggested means of settling or preventing Labour Disputes.
	PAINTERS AND DECORATORS—*cont.*			£	£	£	£	
			‡300	—	—	—	Nil	Conference of masters and men.
			‡180	—	—	—	Nil	"Make every possible concession that can be done to keep up good mutual understanding."
			Individual firms. 13	20	—	3	—	——
			12	Nil	Nil	Nil	Nil	——
			9	—	—	—	—	——
109	Painters	Norwich	2	—	—	—	—	"Stop picketing and make it illegal and punishable."
			12	—	—	—	—	——
			13	100	25	20	—	"National Board of Arbitration."
			12	—	—	—	—	Government official to arbitrate.
			3	—	—	—	—	"Men to make themselves proficient in their trade."
	PLASTERERS.							
113	Plasterers	Sheffield	53	—	—	—	—	——
114	Do.	Falkirk	*6	Nil	—	—	—	'I don't think we will ever be able to prevent labour disputes unless capital gives in at all times to labour, and that cannot be."
116	Do.	Aberdeen	*127	—	—	—	—	Arbitration.
118	Do.	Perth	30	—	—	—	—	——
119	Do.	Colne and Nelson.	10	—	—	—	—	——
122	Do.	Sunderland	*20	—	—	—	Nil	——
124	Do.	Dundee	*6	—	—	—	—	——
	PLUMBERS.							
126	Plumbers	Halifax	†4	300	40	30	5	Arbitration.
130	Do.	Leicester	—	—	—	—	—	Arbitration.
132	Do.	Grangemouth	4	Nil	Nil	Nil	Nil	"Men and masters to deal directly or individually with each other."
			12	—	—	—	—	——
133	Do.	Stirling	65	—	—	—	—	——
			37	—	—	—	—	——
134	Do.	Greenock	50	1,000	—	Nil	200	"United action by masters of a whole district — say, West of Scotland — and mutual conferences annually between men and masters."
135	Do.	Bradford	200	—	—	—	—	——
136	Do.	Hull	*5	—	—	—	—	"Treat your men fairly but have nothing to do with the new unionism."
137	Do.	Leeds	3	—	—	—	—	Conciliation Board.
138	Do.	Oldham	100	—	—	—	—	——
139	Do.	Edinburgh	*23	—	—	—	—	——
140	Do.	Nottingham	9	—	—	—	—	——
	PUBLIC WORKS CONSTRUCTION AND MAINTENANCE.							
141	Stonemasons (waterworks).	Devonport	11	Nil	—	Small	—	——
144	Stonemasons and labourers (railway).	Inverness	*20	Under 20	—	—	—	——
			17	—	—	—	—	"Paid agitators should be kept down, and in case of a strike the county council should be able to settle by appointing a Committee for the purpose."
145	Labourers (sewerage works).	Felixstowe	9	—	—	—	—	——
147	Carpenters, machinists, bricklayers, labourers, fitters.	London, S.W.	73	—	—	—	—	——
149	Carpenters (waterworks).	Devonport	2	—	—	—	—	——
150	Navvies (railway construction).	Budleigh Salterton.	100	3,000	50	10	Nil.	——

† One firm only.

Returns relating to the whole dispute.

In cases marked * the number differs from that taken for Table I.

Reference Number.	Trade.	Locality.	Number of Persons affected.	Estimated Value of fixed Capital laid idle by Dispute.	Annual Rateable Value of Property occupied by Firm and laid idle.	Estimated actual Outlay by Employers in stopping and re-opening Works, and in Payment of fixed Charges and Salaries during Stoppage.	Amount paid in support of Strike by Organisations of Employers.	Suggested means of settling or preventing Labour Disputes.
	STONEMASONS.			£	£	£	£	
153	Stonemasons	York	8	Nil	Nil	Nil	Nil	*See* note, p. 265.
154	Wall masons and stone-cutters.	Plymouth	*40	—	—	—	—	Let the Government move in the matter.
155	Masons' labourers	Near Glasgow	4	—	—	—	—	——
157	Stonemasons	Leicester	3	—	—	—	—	"More common sense and reason exercised."
158	Masons' labourers	Dundee	275	Nil	—	Nil	Nil	Permanent Conciliation Board.
160	Stonemasons	Harrogate	*24	—	—	—	—	Boards of Arbitration with compulsory powers.
161	Do.	Grimsby	*15	Nil	Nil	Nil	Nil	"Disorganise trade unions."
163	Masons' labourers	Leicester	*16	—	—	—	—	Arbitration.
164	Stonemasons and labourers.	Darwen	†120	—	—	—	—	——
			†200	—	—	—	—	——
			†200	—	—	—	—	——
166	Do.	Bolton	40	1,500	20	—	Nil	*See* note, p. 265.
167	Stonemasons	Dumfries	60	—	—	—	Nil	——
168	Do.	Crieff	*12	—	—	—	—	"Do away with unions."
170	Do.	Derby	*20	—	—	—	—	Arbitration.
172	Do.	Cambridge	*7	Nil	Nil	—	—	——
173	Do.	Millport, Buteshire.	—	—	—	—	—	——
175	Do.	Darlington	4	—	—	—	—	"Local committees of employers, workmen, and practical business men outside the trade." *See also* note, p. 266.
176	Do.	Burnley	100	—	—	—	Nil	Board of Conciliation with power to appoint an independent umpire if unable to agree."
179	Do.	Stirling	60	—	—	—	—	——
180	Do.	Rochdale	30	—	—	17	—	"Use of common sense and fairness."
183	Do.	Bradford	14	—	—	—	—	——
185	Do.	Weston-super-Mare.	*6	—	—	—	—	——
186	Do.	Halifax	*11	—	—	—	—	——
187	Do.	Leicester	3	—	—	—	—	——
188	Stonecutters	Dublin	25	200	—	—	—	"Men to give a fair day's work for a fair average wage."
	BUILDERS GENERALLY.							
193	Painters and plumbers.	Middleton	62	—	160	—	—	Board of Arbitration with compulsory powers.
			30	—	—	—	—	Arbitration.
194	Carpenters, bricklayers, &c.	Sevenoaks	250	—	—	500	—	*See* note, p. 267.
			25	500	—	—	Nil	*See* note, p. 267.
195	Builders' labourers	Loughborough	*60	Nil	—	Nil	—	"A union of employers and employés, if such can be worked."
198	Do.	Halifax	*40	—	—	—	—	*See* note, p. 267.
200	Do.	Bramley, Leeds.	25	—	—	—	—	*See* note, p. 267.
201	Plasterers and slaters.	Chester	*22	—	—	—	—	——
202	Building employés generally.	London, E.C.	150	—	—	—	—	Throw works open to all, union and non-union men alike.
	BUTCHERS.							
206	Pork butchers	Cork	150	40,000	—	Nil	Nil	State arbitration. Make strikes illegal, unless first referred to such arbitration.
	CABINET MAKING AND FURNISHING TRADES.							
215	Cabinet makers, upholsterers, &c.	Glasgow	110 (one firm only).	—	—	—	—	——
216	Cabinet makers	Leeds	2	—	—	—	—	——
217	Camera makers	Do.	21	450	42	Trifling	Nil	——
218	French polishers	London, W.	14	Nil	Nil	Nil	Nil	Permanent Boards of Arbitration and Conciliation.
225	Cabinet maker	Belfast	2	—	—	—	—	——
226	Cabinet makers and polishers.	Leeds	15	—	—	—	—	Board of Arbitration.
229	Cabinet makers	Cork	6	—	—	—	—	——
	CEMENT WORKING.							
230	Cement workers	Cliffe, Kent	550	—	—	—	—	——

† All these returns relate to the whole dispute.

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	CHEMICALS AND EXPLOSIVES WORKERS.			£	£	£	£	
231	Alkali and chemical workers.	Oldbury	200	—	—	—	—	"Friendly arbitration."
	CIGAR, TOBACCO, AND PIPE TRADES.							
236	Cigar makers (females).	Nottingham	20	—	—	—	—	"We should be pleased to know this ourselves."
234	Clay tobacco pipe makers.	Glasgow	†270	—	—	—	—	"Cannot."
			†200	—	—	—	—	——
			7	—	—	—	—	——
235	Do.	Aberdeen	*29	Nil	—	—	—	——
237	Tobacco pipe makers.	Dundee	8	Nil	—	—	—	Arbitration.
239	Cigarette makers	Glasgow	80	—	—	—	—	——
	CLOTHING TRADES.							
	BOOT AND SHOE MANUFACTURE.							
242	Riveters and finishers.	Irthlingborough.	50	1,500	37	20	—	"Government inquiry."
243	Lasters and finishers.	Leicester	90	—	—	—	—	"Judicial labour court."
244	Do.	Do.	*200	6,000	63	150	—	——
245	Do.	Northampton	*44	500	—	—	—	Direct communication between employers and workpeople, without outside interference.
246	Finishers	Do.	*26	—	—	—	—	——
247	Boot and shoe operatives.	Armley, Leeds	40	500	45	100	250	Abolish paid agitators.
248	Do.	General dispute (for localities *see* p. 92).	—	—	—	—	500	——
249	Do.	Armley, Leeds	70	—	—	—	—	Abolish paid agitators.
252	Do.	Belfast	70 (1 firm only).	—	—	—	—	——
254	Finishers	Hinckley	*50	—	—	—	—	——
256	Cloggers	Farnworth	30	—	—	—	—	Masters and men to meet as often as possible.
261	Lasters	Manchester	*45	Nil	Nil	Nil	—	——
262	Boot and shoe operatives.	Norwich	300	—	—	—	—	——
266	Do.	Shieldhall, Glasgow.	367	50,454	—	300	—	——
	HOSIERY AND UNDERCLOTHING MANUFACTURE.							
271	Countermen and menders.	Hinckley	*2,800	—	—	—	—	——
272	Hosiery operatives (all branches).	Leicester	*2,800	—	—	—	—	——
273	Linkers (females)	Do.	149	—	—	—	Nil	Board of Arbitration.
274	Web hands (circular hosiery trade).	Nottingham	10	—	—	—	—	——
	TAILORING.							
276	Tailors	Nottingham	*5	—	—	—	—	——
280	Do.	Batley	*6	—	—	—	—	——
282	Do.	Peebles (Individual firms.)	10	100	—	—	—	Arbitration.
			8	—	15	3	—	Workmen should act for themselves, not be influenced by outsiders.
			—	—	—	—	Nil	Arbitration.
283	Do.	Blaydon-on-Tyne.	9	Nil	Nil	Nil	—	"In this instance a little more toleration would have prevented it."
284	Female operatives (clothing factory).	Limerick	550	20,000	360	Nil	Nil	——
291	Coat pressers	Bristol	5	—	—	—	—	——
292	Machinists (females)	Holbeck, Leeds	22	—	—	—	—	"Directly appointed Government arbitrator."
	COOPERS.							
296	Coopers (in alkali works).	St. Helens	5	—	—	—	—	——

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	COOPERS—*cont.*			£	£	£	£	
297	Coopers	London, S.E.	15	2,000	—	—	—	"Government representatives of different trades sent to inspect work in dispute and to arbitrate between master and men."
298	Do.	Cork	18	1,000	30	3*l.* per week	—	Arbitration.
	FEMALE EMPLOYMENT.							
299	Laundresses	Govan	50	—	—	—	—	——
300	Waitresses	London, W. and W.C.	20	—	—	—	—	——
	GLASS TRADES.							
301	Glass bottle makers.	Dublin	88	2,000	22	—	—	——
303	Plate glass bevellers.	Leeds	7	—	—	—	—	——
304	Glass bottle makers.	Wakefield	*175	—	—	—	—	——
	LABOUR (AGRICULTURAL AND GENERAL).							
318	Agricultural labourers.	Chesterton (Cambs).	8	—	—		—	——
	LEATHER AND INDIA-RUBBER TRADES.							
321	Rubber tyre makers.	Manchester	40	2,000	—	30	Nil	——
322	Skinners (beamsmen).	Greenock	16	—	—	—	—	——
323	Labourers (in skinyard).	Oldham	20	—	—	—	—	——
324	Curriers	Glasgow	*50	5,000	130	50	Nil	"Non-recognition of outside interference. A works rule that employment is granted on the understanding that any shop grievance be brought before the employers through a committee of the employés."
	METAL TRADES.							
	IRON AND STEEL MANUFACTURE.							
	Blastfurnacemen.							
329	Blastfurnacemen and steel workers generally.	Barrow-in Furness.	2,530	—	—	—	—	——
330	Bricklayers (repairing furnaces and steel works).	Jarrow-on-Tyne.	103	Nil	Nil	Nil	Nil	Conciliation Boards.
331			103					
332			108					
334	Pig iron litters	Shotts	4	—	—	—	—	——
	Puddlers, Millmen, &c.							
335	Iron plate rollers	Middlesbrough	—	—	—	—	—	——
338	Sheet millmen	Wishaw	50	10,000	—	—	—	Abolition of agitators."
	Steel Workers.							
342	Gas producers	Jarrow-on-Tyne.	630	300,000	8,680	1,500	Nil	*See* note, p. 270.
343	Charge wheelers (steel smelting).	Consett	480	—	—	—	—	Boards of Arbitration.
348	Bessemer steel workers.	Blaenavon	1,142	100,000	4,000	1,000	Nil	Conciliation Boards and sliding scales.
	Iron Plate Working, Galvanizing, &c.							
350	Iron plate workers.	The Lye, Cradley, and Old Hill.	84 (Individual employers.)	2,000	600	79	—	Wages Boards.
			42	—	—	—	Nil	——
			60	900	110	80	Nil	"I am unable to say."
	ENGINEERING AND COGNATE TRADES.							
	Ironfounding, &c.							
353	Iron founders	Bristol		—	—	—	—	——

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	ENGINEERING AND COGNATE TRADES—*cont.* *Ironfounding—cont.*			£	£	£	£	
354	Iron dressers	Dundee	17	—	—	—	—	——
356	Ironfounders	Cork	*3	Nil	Nil	Nil	—	——
359	Do.	Dalkeith	14	—	—	—	—	——
363	Do.	Belfast	*162	—	—	—	Nil	Arbitration.
	Boilermakers.							
365	Holders on (Individual firms)	River Clyde District.	3	—	—	—	—	——
			2	—	—	—	—	——
			2	Nil	Nil	Nil	—	——
			13	—	—	—	—	——
			21	—	—	—	—	——
			17	1,250	355	—	—	——
	Coppersmiths.							
367	Coppersmiths	Leith	15	3,000	148	11	—	"To have a day's shooting every year amongst the agitators."
	Fitters, Turners, &c.							
368	Fitters	Swansea	*20	—	—	—	—	"Arbitration, or heads of men and heads of employers meeting."
370	Engineers	Clydebank, Glasgow.	*800	—	—	—	—	Arbitration.
371	Do.	Glasgow	85	—	—	—	—	——
374	Fitters, turners, smiths, &c. (locomotive works).	Cardiff	110	—	—	—	—	——
375	Fitters, turners, &c. (railway works).	Liverpool	16	Nil	Nil	Nil	—	——
377	Apprentice engineers.	Aberdeen	32	—	290	—	—	——
382	Fitters and turners.	Hull	248	—	—	—	—	——
383	Fitters, turners, and machinemen.	Barrow-in-Furness.	719	—	—	—	—	——
384	Engineers generally.	Glasgow	90	—	—	—	—	——
	Electrical and Scientific Engineering.							
388	Electrical fittings workers.	Ponder's End, Middlesex.	271	—	—	—	"A very small amount."	Direct conferences between employers and employés.
	Machinists.							
389	Machinists	Bury	106	—	—	—	—	No interference between employers and workpeople.
	Railway Wagon Makers.							
392	Railway wagon builders.	Heywood	220	—	—	—	—	——
393	Fitters	Gloucester	40	—	—	—	—	——
	Smiths and Hammermen.							
395	Hammermen	Glasgow	30	300	200	30	—	Board of Arbitration.
	Whitesmiths.							
396	Whitesmiths (engineering works).	Liverpool	8	—	—	—	—	——
	SHIPBUILDING.							
397	Shipbuilding employés generally.	Jarrow	*35	—	—	—	—	——
399	Shipwrights	Belfast	272	1,250,000	—	106	—	——
400	Do.	Passage West, Cork.	3	—	—	—	—	"A Board of Arbitration instituted by Government."
401	Platers' helpers	Middlesbrough	*350	—	—	—	—	——
403	Riveters and holders-up.	Belfast	320	180,000	—	100	—	——
404	Riveters	Leith	100	—	—	—	—	——
405	Boilermakers' helpers.	Barry	*40 (directly affected)	—	—	—	—	——

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	SHIPBUILDING—*cont.*			£	£	£	£	
406	Shipwrights	Hebburn-on-Tyne.	3	—	—	—	—	—
409	Sawyers	Hull	41	—	—	—	—	—
410	Joiners	Troon	37	—	—	—	—	—
411	Shipwrights	Barrow-in-Furness.	*400	—	—	—	—	—
413	Engineers (shipbuilding firms).	Newport, Mon.	900	200,000 (Applies to whole dispute.)	—	250	—	"Masters and men to settle their own differences without any imported aid except such as they can mutually agree on."
			*200	—	—	—	—	—
			*16	1,000	105	—	—	—
415	Shipwrights	Leith	108	—	—	—	—	—
417	Ship joiners	Dundee	†89	—	—	—	—	—
			†20	400	—	10	—	Arbitration and Boards of Conciliation.
			†150	—	430	Nil	Nil	—
418	Shipwrights	Barrow-in-Furness.	93	—	—	—	—	—
419	Plumbers	Do.	33	—	—	—	—	—
420	Platers' helpers	Dumbarton	208	—	—	—	—	—
421	Fitters	Barrow-in-Furness.	70	—	—	—	—	—
422	Holeborers	Dundee	162	—	—	—	—	—
424	Hammermen	Govan	—	—	—	—	—	—
425	Riveters and holders-on.	Aberdeen	*18	—	—	—	—	—
427	Shipwrights	Hebburn-on-Tyne.	110	—	—	—	—	—
428	Ship joiners	Leith	*50	—	—	—	—	—
430	Do.	Aberdeen	38	—	—	—	—	"Arbitration in this particular case."
431	Pattern makers	Leith	*12	—	—	—	—	—
433	Shipwrights	Southampton	*60	—	—	—	—	—
437	Do.	Cardiff	90	80,000	2,900	Nil	—	—
438	Do.	Hebburn-on-Tyne.	175	—	—	—	—	—
439	Platers' helpers	Thornaby-on-Tees.	230	—	—	—	—	—
440	Riveters	West Hartlepool.	*24	—	—	—	—	—
442	Holders-up	Aberdeen	*115	—	—	—	—	—
443	Riveters and caulkers.	Leith	130	—	—	—	—	—
444	Platers' helpers	Walker-on-Tyne.	840	—	—	—	—	Conciliation or arbitration.
447	Apprentice shipwrights.	Greenock	*49	—	—	—	—	—
450	Shipyard labourers	Hull	45	—	—	—	—	—
452	Riveters, holders-up, &c.	Jarrow	243	—	—	—	—	—
	MISCELLANEOUS METAL TRADES.							
	Anchor Making.							
453	Anchor smiths	Gateshead	30	500	—	Immaterial	—	Conciliation and arbitration.
454	Do.	Do.	*30	3,000	100	180	—	Arbitration and Conciliation Board.
	Bedstead Making.							
455	Bedstead makers	Sowerby Bridge.	14	1,200	60	—	—	Common sense.
	Brass Working.							
456	Brass workers (railway carriage furniture).	Birmingham	34	—	—	—	—	"Free contracts" and suppression of picketing.
	Cutlery and Edge Tool Manufacture.							
467	Saw Smiths	Sheffield	*13	—	—	—	—	—
468	Grinders and polishers.	Birmingham	*34	—	—	—	—	State arbitration; strikes and lock outs to be made illegal.
	File Making.							
470	Filesmiths	Do.	13	—	—	—	—	Board of Arbitration.

† Individual reports relating to the whole dispute, but the number affected differs from that taken from Table I,

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	Stove Grate and Fender Manufacture.			£	£	£	£	
474	Fender fitters	Dudley	*12	—	—	—	—	——
475	Stove grate fitters	Glasgow	23	—	—	—	—	——
	Tin Plate Manufacture.							
477	Forgemen	Neath	37	—	—	1	Nil	——
479	Tin plate workers	Blaina	430	50,000	—	5,000	Nil	"No special suggestio
482	Boys	Pontardulais	175	—	—	—	—	——
483	Tin plate workers	Do.	*330	30,000	1,200	150	Nil	——
484	Do.	Briton Ferry	440	21 000	600	200	—	Arbitration.
485	Do.	Ystalyfera	190	20,000	500	100	Nil	——
486	Do.	Aberdare	120	12,000	400	300	Nil	——
488	Do.	Port Talbot	110	10,000	480	40	—	Board of Conciliation.
490	Do.	North and South Wales and Monmouthshire generally.	170 (Individual firms.)	17,000	800	100	Nil	Compulsory arbitration.
			95 (Individual firms.)	—	—	—	—	——
			350 (Individual firms.)	—	—	40	—	——
			300 (Individual firms.)	30,000	—	—	Nil	——
			428 (Individual firms.)	55,000	1,300	—	Nil	——
	Tin Plate Workers (Makers-up).							
497	Gas meter makers	London, S.W.	*6	—	—	—	—	——
	Tube Manufacture.							
499	Tube welders	Near Birmingham.	146	8,000	180	500	—	"This is too large a question."
	MINING AND QUARRYING.							
	COAL MINING.							
	Coal Hewing.							
505	Hewers	Near Stockport.	101	30,000	832	300	Nil	——
506	Do.	Near Bolton	225	—	—	—	—	——
513	Do.	West Lothian	65	15,000	—	279	—	"Have nothing new to suggest."
514	Do.	Birstall	145	20,000	450	50	—	"To adopt the principles laid down by "Nunquam" in *Merrie England* and other articles."
515	Do.	Wakefield	649	70,000	6,000	400	249	——
518	Do.	West Lothian	55	—	325	315	—	Nothing to suggest.
519	Do.	Cambuslang	279	—	—	—	—	——
520	Do.	Blaina (Mon.)	770	70,000	7,000	Nil	Nil	Sliding scale, conciliation and arbitration.
521	Do.	Wishaw	126	—	—	—	—	Less attention from talking M.P. candidates, and employers and employed to settle own disputes.
522	Do	Motherwell	70	—	—	100	—	Conciliation Board.
523	Do.	Rotherham	402	—	—	44	Nil	——
524	Do.	West Lothian	30	—	—	—	—	——
526	Do.	Bridgend, Glamorgan.	19	702	—	Nil	Nil	——
531	Do.	Near Bolton	*355	12,000	—	472	Nil	Arbitration.
532	Do.	Wakefield	22	—	—	—	—	——
538	Do.	Slamannan	73	—	—	—	—	——
540	Do.	Coleford, Gloucester.	20	350	—	—	—	Sliding scale.
545	Do.	Motherwell	189	—	—	—	—	——
547	Do.	Gorebridge, Midlothian.	609	—	—	—	—	——
551	Do.	Near Kilmarnock.	55	—	—	—	—	——
552	Do.	Near Barnsley	1,089	—	2,813	611	—	——
553	Do.	Preston Pans	220	—	—	—	—	——
554	Do.	Usworth, Durham.	1,053	—	5,383	50	—	——
556	Do.	Washington, Durham.	1,088	50,400	6,000	561	—	——

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	Coal Hewing—cont.			£	£	£	£	
557 & 558	Hewers	Motherwell	501	—	—	70	—	—
560	Do.	Near Pontypridd.	275	—	—	—	—	—
561	Do.	Beith	26	1,000	—	20	—	Arbitration by neutral person.
562	Do.	Harthill, Lanark.	80	6,000	6,000	—	—	—
565	Do.	Near Pontypridd.	1,000	—	—	—	—	—
567	Do.	Wigan	2,027	—	—	—	—	—
568	Do.	Harthill, Lanark.	*80	6,000	6,000	—	—	—
573	Do.	Oldham	75	—	—	—	—	—
577	Do.	Near Carlisle	260	—	1,600	50	—	—
581	Do.	Hamilton	600	60,000	—	—	—	—
582	Do.	Alfreton	34	10,000	8,000	50	—	Common sense and absence of paid agitators.
583	Do.	Barnsley	80	—	—	—	—	—
585	Do.	Seaton Moor	90	—	—	—	—	—
595	Do.	Uddingston	274	—	—	60	Nil	—
597	Do.	Cymmer, Glamorgan.	300	70,000	—	250	Nil	—
604	Do.	Barnsley	450	—	—	350	Nil	—
605	Do.	Llandebie, Carmarthen.	72	—	—	—	—	—
607	Do.	Treharris	1,700	750,000	21,536	—	—	—
608	Do.	Near Bradford	17	—	—	—	—	—
610	Do.	Wigan	344	40,000	—	152	Nil	"Do away with the professional agitator."
611	Do.	Rotherham	545	—	—	—	Nil	—
612	Do.	Tamworth	200	—	556	35	—	—
613	Do.	Near Bolton	40	5,000	200	100	—	Conciliation and arbitration.
614	Do.	Cobbinshaw	450	75,000	—	600	75	"Arbitration controlled by Government."
615	Do.	Ebbw Vale	375	—	—	—	—	—
618	Do.	Cowdenbeath	800	—	—	—	—	—
619	Do.	Gwaun-cae-Gurwen, Glamorgan.	388	—	—	—	—	—
620	Do.	Near Whitehaven.	496	—	—	200	—	None when men act hastily.
622	Do.	Blantyre	*180	—	—	—	—	—
623	Do.	Uddingston	31	—	—	—	—	—
629	Do.	West Calder	125	10,000	837	50	—	—
630	Do.	Ebbw Vale	1,100	—	—	—	—	—
631	Do.	Do.	2,300	—	—	—	—	—
632	Do.	Near Wakefield.	37	—	—	25	—	—
633	Do.	Near Glasgow	100	—	—	—	—	Checkweighman to be confined to his own specific duty.
634	Do.	Port Talbot	250	—	—	—	—	Arbitration.
635	Do.	Chester-le-Street.	*150	—	—	—	—	—
639	Do.	Coalburn	200	—	—	—	—	—
640	Do.	Garw Valley	80	10,000	1,500	50	Nil	Cases to be settled on merits.
642	Do.	Near Wigan	104	—	—	550	—	—
645	Do.	Cornsay, Durham.	606	42,000	5,403	—	—	State arbitration.
646	Do.	Near Wigan	134	—	—	—	—	—
647	Do.	Merthyr Tydvil.	2,029	—	—	—	—	—
649	Do.	Near Barnsley	150	—	—	—	—	—
650	Do.	Near Bolton	74	—	—	—	—	—
	Surfacemen, Datallers, &c.							
655	Banksmen	NearPontefract	839	—	—	—	—	—
657	Do.	Mexbro'	1,733	300,000	11,052	2,412	—	—
	Hauliers, Drawers, and Pit Lads.							
659	Hauliers	Merthyr	271	—	—	—	—	—
660	Do.	Do.	*113 (directly affected).	—	—	—	—	—

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	Hauliers, Drawers, and Pit Lads—cont.			£	£	£	£	
662	Putters	Near Gateshead.	471	—	2,974	166	121	Arbitration. (*See* p. 278.)
666	Pony boys	Killamarsh, Derbyshire.	*180	—	—	—	—	——
667	Putters	Near Wingate, Durham.	1,182	60,000	1,311	500	—	"German rule."
668	Drivers	Bagillt, Flint	*56	—	—	—	—	——
671	Putters	Denby, Derby	400	—	1,768	—	—	——
	Coke Making.							
672	Coke drawers	Near Maryport.	16	—	—	—	—	——
	Colliery Enginemen, Stokers, &c.							
674	Enginemen (and miners indirectly).	Ebbw Vale	6,000	—	—	—	—	——
	MISCELLANEOUS MINING.							
	Fireclay.							
679	Boys	Dreghorn (Ayrshire).	20	—	—	—	—	——
	Iron Mining.							
680	Ironstone miners	Barkip, Ayrshire.	65	—	—	—	—	——
	QUARRYING AND SETT MAKING.							
685	Quarrymen	Wirksworth	25	Practically nil		Small	Nil	Treat men fairly. (*See* p. 278.)
687	Sett makers	Inverkeithing	*9	—	20	—	—	——
694	Slate quarrymen	Moeltryfan, Carnarvon.	196	—	—	—	—	——
	MUNICIPAL EMPLOYMENT.							
695	Carters (public cleansing).	Govan	14	—	—	Trifling	Nil	——
696	Vestry employés (refuse loading).	London, S.E.	9	—	—	—	—	——
697	Do.	Do.	9	—	—	—	—	——
	PAPER AND STATIONERY MANUFACTURE.							
698	Paper makers	Ballyclare, co. Antrim.	156	80,000	845	220	Nil	"Don't know."
	POTTERY TRADE.							
700	Printers and transferrers.	Burslem	64	—	—	—	—	"Cannot."
	PRINTING AND BOOKBINDING TRADES.							
	Printing.							
702	Compositors	Stockport	21	—	—	—	—	——
705	Do.	Tralee	6	—	—	—	—	——
706	Do.	Dublin	3	—	—	—	—	——
708	Do.	Leeds	2	—	—	—	—	——
	Bookbinding.							
709	Bookbinders	Hull	*4	—	—	—	—	——
710	Folders and stitchers.	London, N.	*80	—	—	—	—	——
711	Bookbinders	Dublin	19	Nil	Nil	Nil	—	"Board of Arbitration, or suppress trades unionism."

In cases marked * the number differs from that taken for Table I.

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	TEXTILE TRADES.			£	£	£	£	
	COTTON MANUFACTURE.							
714	Machine feeders (blowing room).	Dukinfield	4	—	—	—	—	—
715	Piecers and minders.	Stalybridge	130	20,000	—	45	—	—
717	Cardroom hands, spinners, &c.	Rochdale	184	70,526	—	140 (including loss of production).	—	____ interference in what does not concern them by the various officials of the various unions."
718	Jack frame tenters	Ashton-under-Lyne.	14	—	—	—	—	Arbitration.
721	Weavers	Oswaldtwistle, Blackburn.	80	—	—	—	—	—
725	Do.	Preston	*140	—	—	—	—	—
728	Do.	Padiham	410	20,000	744	—	—	—
729	Do.	Blackburn	*610	75,000	—	250	—	—
730	Spinners	Burnley	112	24,000	525	80	—	—
732	Weavers	Blackburn	610	75,000	—	250	—	—
733	Do.	Blackburn	355	25,000	—	80	—	—
736	Tacklers	Clitheroe	5	—	—	—	—	"Arbitration boards and sliding scale of wages."
737	Weavers	Padiham	*150	—	—	—	—	"A labour board established in all centres, composed of trade unionists and employers, and an agreement between them that no strike or lock-out should take place until the matter in dispute had been submitted to the Board for adjustment or settlement. Lock-out or strike should be the last resort."
738	Do.	Blackburn	250	—	—	50	Nil	—
741	Reelers	Hindley	113	—	—	—	—	—
743	Spinners	Oldham	154	10,000	368	—	—	—
745	Cotten operatives	Oldham	245	70,000	1,800	300	74*l.* 7*s.*	"Arbitration, if the associations will not agree."
746	Weavers	Darwen	280	—	—	—	—	—
747	Cotton bleachers and dyers.	Stalybridge	540	270,000	—	—	—	Prevent picketing and intimidation. (*See* note, p. 279.)
748	Card room operatives (and spinners in sympathy).	Ashton-under-Lyne.	240	50,000	1,260	336	225	—
749	Spinners	Wigan	105	54,000	2,800	—	—	—
750	Cardroom operatives.	Oldham	495	100,000	2,372	100	Not yet known.	—
751	Ring frame and throstle piecers.	Shaw, Oldham	*115	80,000	890	100	—	—
752	Spinners, piecers, reelers, and cardroom hands.	Bolton	700	30,000	700	200	—	*See* note, p. 279.
754	Weavers	Padiham	*116	—	—	—	—	—
755	Drawing tenters	Salford	22	—	—	—	—	—
756	Weavers	Blackburn	*320	5,600	338	—	Nil	Arbitration.
757	Do.	Bury	*300	—	—	—	—	—
759	Tenters and piecers.	Elton, Lanc.	15	—	—	—	—	—
761	Weavers	Barnoldswick	64 70 80	— 1,800 1,500	— — —	— — —	— — —	"Transport all paid agitators."
764	Do.	Blackburn	134	3,000	—	16	—	Arbitration.
765	Do.	Do.	*320	5,600	338	—	None	Do.
766	Cardroom operatives.	Heywood	*13	—	—	—	—	—
768	Weavers	Near Clitheroe	156	4,000	—	19	Nil	Arbitration.
771	Do.	Haslingden	310	18,160	—	None	Nil	—
774	Spinners	Hyde	160	33,000	740	200	Nil	Combination of masters
	FUSTIAN MANUFACTURE.							
777	Fustian weavers	Astley, Leigh	230	—	—	—	—	—
778	Fustian cutters	Hebden Bridge	71	—	—	—	—	—

In cases marked * the number differs from that taken for Table I.

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				£	£	£	£	
	JUTE WORKING.							
779	Jute weavers -	Dundee -	162	9,760	488	8	Nil	——
780	Yarn dyers (jute)	Do. -	34	—	400	10	—	——
782	Jute weavers -	Do. -	59	—	—	—	—	——
783	Jute spinners -	Do. -	376	18,000	1,047	50	—	*See* note, p. 279.
784	Jute weavers -	Do. -	60	—	—	—	—	——
785	Jute workers -	Stratford, E. -	800	40,000	—	—	—	——
		Individual firms.	1,500	100,000	1,895	500	Nil	——
			370	20,000	750	175	—	Prevention of formation of unions.
			500	40,000	600	150	—	——
			650	55,000	968	350	—	Keep agitators away.
			500	30,000	1,160	120	—	Arbitration Boards.
			399	18,000	1,047	150	—	Cessation of practice of denouncing employers by press and from pulpit.
			430	—	1,137	—	—	——
			1,500	150,000	4,000	550	Nil	——
			170	—	600	—	—	"No means yet available."
			470	50,000	800	130	Nil	——
			700	—	—	—	—	——
			310	—	—	55	Nil	"Hang some of the principal agitators."
			350	—	—	—	—	——
			250	—	—	—	—	——
			500	10,000	930	50	Nil	Conciliation Boards.
786	Jute and linen operatives.	Dundee.	950	70,000	3,500	225	—	——
			136	10,000	304	20	Nil	——
			14	—	—	—	—	——
			210	—	—	—	Nil	——
			150	10,000	—	—	—	*See* note, p. 279.
			789	32,520	1,626	83	Nil	——
			500	20,000	1,280	—	—	——
			380	—	870	30	—	——
			2,200	240,000	23,163	670	Nil	Can offer "no practical suggestion."
			350	20,000	430	Not appreciable	—	Strong unions, both of masters and workpeople.
			300	15,000	450	100	—	——
			500	—	—	—	Nil	——
			620	—	—	—	—	——
			1,750	60,000	1,800	250	Nil	"Give the workpeople an interest in the results of the business."
			460	—	—	—	—	——
			160	5,000	400	—	—	——
			120	—	—	—	—	——
787	Calenderers -	Dundee -	150	—	—	—	—	——
789	Jute spinners -	Do. -	*100	—	—	—	—	——
790	Do. - -	Do. -	150	—	—	—	—	——
	LINEN AND FLAX MANUFACTURE.							
793	Beetlers and finishers.	White Abbey, Co. Antrim.	13	Nil	Nil	Nil	—	Arbitration.
794	Reelers - -	Killyleagh, Co. Down.	673	25,000	—	20	Nil	——
795	Loftmen and yarn bundlers.	Linfield, Belfast.	7	—	—	—	—	Meeting of representatives of employers' and employees' associations.
796	Flax dressers -	Belfast -	*12	—	—	—	—	——
797	Do. - -	Do. •	25	Nil	Nil	Nil	—	——
800	Flax roughers -	Comber, Co. Down.	*66	—	—	—	—	——

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				£	£	£	£	
	ROPE AND TWINE MANUFACTURE.							
801	Rope spinners	Liverpool	*158	55,000	1,000	63	—	——
802	Do.	Do.	230	—	—	—	—	——
	WOOLLEN, WORSTED, AND CARPET MANUFACTURE.							
	Woollen and Worsted Manufacture.							
809	Woollen weavers	Apperley Bridge.	157	—	—	—	—	Meeting between employers and workpeople.
812	Worsted weavers	Bingley	120	3,500	250	—	—	Ditto.
814	Woollen weavers	Ossett	*50	—	—	—	—	(1) "By making it unlawful for agitators to incite people to strike; (2) all employers to pay on one scale for the same class of work."
			34 (Individual firms.)	—	—	—	—	Board of Conciliation.
816	Do.	Yeadon	— (Individual firms.)	—	—	—	—	Compulsory arbitration.
			1,050 (Individual firms.)	16,000	—	500	—	Arbitration.
817	Warp twisters, dressers, and weavers.	Liversedge	104	—	—	—	—	——
818	Flannel and shawl weavers.	Delph	*60	—	—	—	—	——
820	Worsted weavers	Shipley	40	2,000	100	5	—	——
821	Worsted coating weavers.	Burley	45	—	—	—	—	——
822	Cloth fullers	Yeadon	7	—	—	—	—	——
829	Woollen operatives.	Linthwaite	12	—	—	—	—	——
830	Twisting frame tenters.	Huddersfield	14	—	—	—	—	——
833	Plush weavers	Do.	13	—	—	—	—	——
	Woollen and Worsted Dyers.							
834	Dyers and labourers.	Leeds	11	—	—	—	—	——
835	Dyers	Do.	15	—	45	—	—	"Insist on free labour."
837	Dyers, crabbers, and labourers.	Do.	32	—	—	—	—	——
	Carpet Manufacture.							
839	Carpet weavers (hand loom).	Dewsbury (Individual firms.)	150	15,000	300	200	—	——
		Aberdeen and Heckmondwike. (Individual firms.)	50	—	—	—	—	——
			110	—	—	—	—	——
	TEXTILE MACHINE FITTINGS MANUFACTURE.							
842	Wool comb makers.	Bradford	10	150	—	—	—	——
843	Roller makers	Bolton	*65	—	—	—	—	——
	TRANSPORT (LAND AND WATER).							
	PUBLIC CARRIAGES.							
847	Cab drivers	Sheffield	14	—	—	None	None	——
848	Do	London, S.W.	*34	3,000	200	240	120	——
849	Do.	London, S.E.	*6	400	—	—	—	——
850	Do.	London, W.C.	60	—	—	—	—	"Non-interference of the union with the freewill of the men."
851	Do.	London, W.	24	—	—	—	—	——
852	Vanmen and Boys (Newspaper distribution).	London, E.C.	*19	—	—	60	—	For prevention—greater intelligence and commonsense on the part of the working classes; for settling—arbitration.

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	PUBLIC CARRIAGES—*cont.*			£	£	£	£	
853	Railway depôt carters.	Chippenham	*6	—	—	—	—	—
	DOCK, WHARF, AND WATERSIDE LABOUR.							
863	Dock labourers	Limerick	*2,000	225,000	—	970	—	—
864	Shipmen and quay porters.	Liverpool	*300	—	—	—	—	—
867	Dock labourers	Birkenhead	*500	250,000	—	—	—	—
870	Corn porters	Sharpness	240	—	—	—	30	—
873	Dock labourers	Do.	50	—	—	—	—	—
875	Do.	Liverpool	*70	—	—	—	—	—
876	Do.	Middlesbro'	130	—	—	—	—	—

A summary of the main particulars given in this table appears on p. 62.

TABLE V.—Showing PARTICULARS extracted from TRADE UNION RETURNS of the NUMBER of PERSONS AFFECTED, ATTITUDE of UNION, NUMBER engaged in DISPUTE who belonged to TRADE UNION, TOTAL AMOUNT, and AMOUNT per HEAD paid in SUPPORT, NUMBER GOING BACK to WORK before TERMINATION of DISPUTE, and SUGGESTIONS for PREVENTING or SETTLING LABOUR DISPUTES.

In cases marked * the number of persons differs from that taken for Table I.

Reference Number.	Trade.	Locality.	Number of Persons affected.	Whether Strike was approved or disapproved by Trade Union.	Number Striking or affected by Strike who belong to Trade Union.	Amount of Support per Head per Week paid by Trade Union.	Amount expended in support of Strike.		Number of Persons going into Work during the Strike.	Suggested Means of settling or preventing Labour Disputes.
							By Trade Union.	From other Sources (so far as reported).		
	BAKERS.						£	£		
2	Bakers	Sligo	*4	Approved	—	—	—	—	—	—
5	Do.	Broughty Ferry	*8	Do.	4	10s.	9	—	1	"Strong and independent unions."
	BRUSHMAKING.									
7	Brushmakers	Newcastle	10	Do.	10	12s. and 1s. each child under 13 years.	22	—	—	Co-partnership.
8	Bone brushmakers	London, N.E.	27	—	—	—	—	—	—	—
	BUILDING TRADES.									
	BRICKLAYING.									
9	Bricklayers	Wigan	*9	Approved	9	15s.	25	—	None	Arbitration.
10	Do.	London, S.E.	*13	Do.	13	—		—	None	*See* note, p. 256.
14	Bricklayers' labourers.	Sidbury, Worcester.	9	Do.	9	—	22	—	—	—
16	Bricklayers	Portsmouth	*13	Do.	13	—	9	—	—	"Local option, limit of hours, labour Bill, making it penal to commit infringements."
17	Do.	Cromer	35	Not approved.	—	Nil	Nil	—	None	Arbitration.
18	Do.	Taunton	*20	—	—	—	—	—	—	"Men that show the same merit should be paid the same money."
20	Do.	Felixstowe	42	Approved	42	15s.	100	—	1	"Adherence to working rule."
21	Do.	Halstead, Essex.	*40	Do.	32	15s.	—	—	None	"Employer and employed meeting in conference."
22	Bricklayers and labourers.	Gosport	*30	Do.	30	24s.	—	—	18	Arbitration.
23	Bricklayers	Colchester	70	Approved	70	15s.	178 to 26th May 1895.	—	3	"Arbitration by Act of Parliament."
24	Do.	Rugby	*59	—	59	—	—	—	7	"Meetings of employers and workmen."
25	Do.	Coalville and Hugglescote.	*70	Not approved.	50	Nil	Nil	—	6	"Standard rate of wages for all in one trade."
26	Do.	Stourbridge	*100	Approved	30	15s.	86	—	1	"By making a reasonable offer."
27	Do.	Warwick	50	Do.	—	15s.	66	—	4	"Council of employers and workmen."
31	Do.	Middlesbrough	*43	Do.	40	15s.	62	—	None	—
34	Bricklayers' labourers.	Wolverhampton.	*8	Not ordered but approved.	—	Nil	Nil	—	—	Government to appoint district arbitrators.
35	Bricklayers	York	21	—	—	Nil	Nil	—	None	—
38	Do.	London, E.C.	*106	—	—	—	—	—	—	—
39	Do.	Do.	*12	—	—	—	—	—	—	—
41	Do.	Do.	*34	—	—	—	—	—	—	—
42	Do.	Do.	*20	—	—	—	—	—	—	—
43	Do.	Do. E.	*16	—	—	—	—	—	—	—
45	Do.	Bolton	*8	Approved	8	—	4	—	—	—
46	Do.	Gateshead	14	Do.	—	—	7	Nil	None	Co-operation.
47	Do.	West Bromwich.	4	Do.	4	—	7	—	None.	—
51	Do.	Exeter	*18	—	—	Nil	Nil	—	—	Arbitration.
	BRICKMAKING.									
54	Brickmakers	Dunston, Durham.	*28	Approved	—	9s. 4d.	12	—	None.	—
	CARPENTERS AND JOINERS.									
56	Carpenters and joiners.	Bridgwater	12	Do.	12	15s.	56	—	1	Conciliation Board.
58	Do.	Dundee	*† 46 †120	Do.	— 109	12s. 15s.	28 80	— Nil	— —	— —

† From two branches of unions.

In cases marked * the number of persons differs from that taken for Table I.

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							By Trade Union.	From other Sources (so far as reported).		
	CARPENTERS AND JOINERS—*cont.*						£	£		
59	Carpenters and Joiners.	Oldham -	*40	Approved	7	Members 15*s.* Non-members 10*s.*	—	per week 5*s.*	Nil	*See* note, p. 258.
61	Do. -	Leicester -	*490	Do. -	300	15*s.* full members, 7*s.* 6*d.* under six months' membership; 10*s.* non-members from local fund.	—	—	1	*See* note, p. 258.
62	Do. -	Harrogate -	*200	Do. -	40	—	195	95	30	Unionism. (*See* also p. 259.)
63	Do. -	Oban - -	30	Do. -	20	—	—	—	1	Arbitration.
64	Do. -	Falkirk and Grangemouth	* 140	Do. -	130	12*s.*	100	—	None.	—
			75	Do. -	—	15*s.*	10	—	None.	—
65	Do. -	Airdrie -	80	Do. -	68	12*s.*	48	—	None	"By placing all labour under State control."
66	Do. -	Johnstone -	9	Do. -	7	12*s.*	7	—	—	Arbitration.
67	Do. -	Stirling -	*25	Do. -	21	2*s.*	2	—	1	—
68	Do. -	Plymouth -	2	Do. -	2	—	—	—	—	—
69	Do. -	Callander -	10	Not approved	3	12*s.*	1	—	None	Arbitration.
70	Do. -	Bray - -	*3	Approved	3	15*s.*	4	—	1	Trade Union.
71	Do. -	Dundee -	† 20	Do. -	16	15*s.*	18	13	—	—
			18	Do. -	—	—	—	—	—	—
74	Do. -	Rotherham -	80	Do. -	50	—	180	—	12	"Parliament should enforce arbitration all round."
76	Do. -	St. Helens -	*250	Do. -	40	15*s.*	270	—	93	Board of Conciliation.
77	Do. -	Great Grimsby	*75	—	—	—	—	—	—	—
78	Do. -	Sale - -	15	Approved	12	14*s.*	9	4	7	—
79	Do. -	Bellshill -	19	Do. -	12	12*s.*	4	—	None.	—
80	Do. -	Guildford -	76	Do. -	59	14*s.*	—	—	—	"National Federation or Co-operation."
81	Do. -	Brechin -	27	Do. -	27	12*s.*	18	—	5	Arbitration.
82	Do. -	Bishop Auckland.	40	Do. -	23	15*s.*	43	—	None.	—
83	Do. -	New Ross -	5	Do. -	2	15*s.*	18	—	—	"By Government fixing wages according to the prices of food, rent, &c., in the different districts, so that every working man can put by something for his old age."
84	Do. -	Glossop -	56	Do. -	40	15*s.*	7	—	None	"By establishing Government workshops, thereby finding work for everybody, the profits of the work to be on the co-operative principle."
85	Do. -	Bingley -	*100	Do. -	5	15*s.*	16	Nil	2	"Boards of Arbitration under Government control."
86	Do. -	Weston-super-Mare.	*54	Do. -	54	15*s.*	25	3	—	Arbitration.
87	Do. -	Consett -	*45	Do. -	19	15*s.* members, 12*s.* non-members.	10	3	2	"All disputes might be settled mutually and without striking if taken in time."
88	Do. -	Comrie, N.B. -	—	No union	None	—	—	—	—	—
89	Do. -	North Woolwich.	*13	Approved	13	15*s.*, and 6*s.* Building Trades Federation.	25 From Amalgamated Carpenters' Society only.	10	—	"Not to allow firms to compete for Government work who do not pay the recognised rate of wages."
90	Do. -	Swansea -	*350	Do. -	170	—	—	—	14	"Compulsory Arbitration Boards."
91	Do. -	Dundalk -	50	Do. -	22	15*s.*	118	—	None	"Permanent Arbitration Boards."
92	Do. -	Falkirk - -	120	Do. -	120	12*s.*	468	—	2	—
93	Do. - -	Felixstowe and Walton.	*26	Do. -	26	14*s.*, and extra pay to committee men.	11	Nil	—	Arbitration Committee appointed by Government.
95	Do. - -	Duncon - -	5	Do.	2	—	5	Nil	None.	—
96	Do. - -	Bellshill -	9	Do. -	5	—	2	—	None.	—
98	Do. - -	Plymouth -	6	Do. -	—	—	—	—	—	—
99	Do. - -	Bristol - -	9	Not ordered but approved.	7	—	—	—	—	—
100	Do. - -	Dumbarton -	22	Approved	10	12*s.*	36	—	—	Conference between employer and trade-union official.

† Two separate associations reported concerning this dispute.

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	PAINTERS AND DECORATORS.						£	£		
103	Painters	Bolton and Tonge.	14	Approved	14	15s.	50	—	1	Each party to appoint three gentlemen, and then reduce them to three, who shall form a basis of settlement, and failing to agree shall appoint an umpire whose decision shall be final.
104	Do.	Douglas	96	Do.	86	5s.	29	24	6	Arbitration.
106	Do.	Bury	*90	Do.	90	15s.	80	—	None.	—
			24	Do.	—	15s.	40	—	—	Six months' notice to be given by employer or employed.
107	Do.	Padiham	*14	Do.	14	15s.	8	—	—	—
109	Do.	Norwich	*200	Do.	60	Nil	Nil	—	1	Arbitration.
110	Do.	Carlisle	80*	Do.	—	—	—	—	—	—
112	Do.	Aberdeen	4	Do.	—	23s. 4d.	over 50	—	—	—
	PLASTERERS.									
113	Plasterers	Sheffield	*36	Do.	—	—	—	—	—	—
114	Do.	Falkirk	25	Do.	25	12s.	19	—	14	—
*115	Do.	Plymouth	16	Do.	—	—	—	—	—	—
116	Do.	Aberdeen	20	Do.	20	—	5	—	None	Mutual arrangement by employer and operatives.
			140	Do.	140	12s.	70	70	None.	—
117	Plasterers and labourers.	Manchester, Salford, and District.	267	Do.	—	Plasterers 15s. Labourers 12s.	983	—	12	—
119	Plasterers	Colne and Nelson.	*4	Do.	4	—	2	—	None.	—
121	Do.	Inverness	20	Do.	20	12s.	23	—	None.	—
122	Do.	Sunderland	18	Do.	—	—	—	—	—	—
123	Do.	Kilmarnock	3	Do.	—	—	1	—	—	Meetings of employer and workmen.
	PLUMBERS.									
126	Plumbers	Halifax	50	Not ordered but approved.	—	—	217	—	—	—
127	Do.	Middleton	4	—	—	—	—	—	—	—
129	Do.	Ramsbottom	8	Approved	—	15s.	20	—	4	—
130	Do.	Leicester	17	Do.	4	15s.	—	—	—	—
131	Do.	Leicester	76	Do.	76	15s.	—	—	—	Arbitration.
132	Do.	Grangemouth	*36	Do.	7	15s.	—	—	None.	—
133	Do.	Stirling	*34	Do.	34	—	4	—	—	—
135	Do.	Bradford	200	Do.	180	—	140	—	2	"Government Board of Arbitration."
136	Plumbers and gasfitters.	Hull	4	—	4	—	—	—	—	—
	PUBLIC WORKS, CONSTRUCTION AND MAINTENANCE.									
144	Stonemasons and labourers (railway works).	Inverness	22	—	1	—	—	—	—	—
146	Paviors	Dundee	9	Not approved.	5	Nil	—	—	None	Government Board of Conciliation.
148	Labourers (sewerage works).	Felixstowe	*320	Approved	75	10s. to 12s.	247	Nil	None.	—
	SAWYERS.									
151	Mill sawyers	Belfast	9	Do.	9	—	21	9	3	"By Act of Parliament."
	SLATERS.									
152	Slaters	Falkirk	35	Do.	35	10s.	157	Nil	None	Arbitration.
	STONEMASONS.									
153	Stonemasons	York	8	Do.	7	—	—	—	2	—
155	Masons' labourers	Near Glasgow	4	—	—	—	—	—	—	—
156	Stonemasons	Blackpool	8	Approved	8	12s.	6	—	—	"Nationalisation of the land and all the instruments of production."
157	Do.	Leicester	3	Do.	—	—	—	—	—	Adherence to working rules.
158	Masons' labourers	Dundee	*250	Do.	120	10s.	—	—	4	—
160	Stonemasons	Harrogate	11	Do.	—	—	—	—	—	—
162	Do.	Do.	200	Do.	—	—	—	—	2	—
163	Masons' labourers	Leicester	36	Do.	—	—	80	—	2	"Mediation from Board of Trade."
			*3	Do.	—	10s.	13	—	1	Boards of Arbitration and Conciliation.

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							By Trade Union.	From other Sources (so far as reported).		
	STONEMASONS —*cont.*						£	£		
164	Stonemasons and labourers.	Darwen	120	Approved	—	12*s.*	—	—	None.	—
165	Stonemasons	Pontypridd	45	Do.	45	12*s.*	334 Includes amount from other sources.	—	—	"The more general recognition of trades unions and the appointment of Government arbitrators."
166	Stonemasons and labourers.	Bolton	*14	Do.	—	—	—	—	—	—
167	Stonemasons	Dumfries	60	Not ordered.	60	Nil	Nil	—	12	—
168	Do.	Crieff	5	Approved	5	4*s.* 4*d.*	1	—	—	—
169	Do.	Derby	2	Do.	—	—	—	—	—	—
170	Do.	Do	4	Do.	—	—	—	—	—	—
171	Do.	Shettleston, Glasgow.	22	Do.	22	—	—	—	None.	—
172	Do.	Cambridge	*13	Do.	—	16*s.*	56	—	3	—
174	Do.	Pontypridd	29	Do.	29	12*s.*	—	—	—	"The more general recognition of trades unions and the appointment of Government arbitrators."
176	Do.	Burnley	*60	Do.	—	—	—	—	—	—
180	Do.	Rochdale	30	Do.	—	12*s.*	11	—	None.	—
181	Do.	Dewsbury	20	Do.	5	12*s.*	—	—	Nil	"Conferences between masters and men, failing which arbitration.
183	Do.	Bradford	*9	Do.	5	17*s.* 6*d.*	1	—	None	"All men being members of their respective unions."
184	Do.	New Brighton	4	Do.	—	—	—	—	—	—
185	Do.	Weston-super-Mare.	9	Not approved.	7	—	—	9	1	—
186	Do.	Halifax	10	Approved	10	12*s.*	3	—	None.	—
187	Do.	Leicester	*2	Do.	—	—	—	—	1	—
188	Stonecutters	Dublin	*21	Do.	21	12*s.*	—	—	None.	—
189	Stonemasons	Bradford	*11	Do.	2	12*s.*	1	—	6	"All men join the union."
191	Do.	Whitby	6	Do.	3	—	23	—	—	"Masters and men to meet together as buyers and sellers of labour; not so much despotism on the part of the masters."
	BUILDERS (GENERALLY).									
192	Builders' labourers	Limerick	50	Not approved.	16	7*s.*	7	—	None.	—
193	Painters and plumbers.	Middleton	*30	Approved	15	8*s.*	4	—	1	—
			34	Do.	—	8*s.*	10	—	1	—
194	Carpenters, joiners, bricklayers, painters, and labourers.	Sevenoaks	* 30	Do.	9	15*s.*	37	12	3	County Boards of Conciliation and Arbitration.
			16	Not approved.	10	Nil	—	6	1	—
195	Builders' labourers	Loughborough	79	Approved	73	10*s.*	82 to 4th June.	—	8	—
196	Do.	Nottingham	12	Do.	12	10*s.*	—	—	—	—
197	Do.	Falkirk	100	Do.	57	—	—	19	None.	—
201	Plasterers and slaters.	Chester	20	Do.	20	15*s.*	40	—	—	—
203	Builders' labourers	Hull	5	Do.	2	10*s.*	10*s.*	None	None	Conciliation.
205	Carpenters, masons, plasterers, bricklayers, and labourers.	Plymouth	*32	Do.	29	—	9	—	—	—
	CABINET MAKING AND FURNITURE TRADES.									
207	Upholsterers	London, E.C.	5	Approved	5	21*s.*	57	5	2	Arbitration.
208	Cabinet makers	Liverpool	29	Do.	10	{3 at 18*s.*} {7 at 12*s.*}	9	—	None.	—
209	Upholsterers	Do.	5	Do.	—	18*s.*, and 1*s.* for each child under 13 years.	28	—	—	Greater recognition of labour as a producer of capital, and a fairer share of profit given to the labourer.
210	Chair makers, polishers, and upholsterers.	Keighley	20	Do.	20	18*s.*	—	—	—	—
211	Chairmakers	Birmingham	9	Do.	9	18*s.*	8	—	None.	—
213	Polishers	Keighley	2	Do	2	18*s.*	—	—	—	—
214	Upholsterers	Liverpool	133	Do.	133	—	90	—	—	Legislative enactment, arbitration.

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							By Trade Union.	From other Sources (so far as reported).		
							£	£		
	CABINET MAKING AND FURNITURE TRADES—*cont.*									
216	Cabinet makers	Leeds	2	Approved	2	15*s.*, and 1*s.* extra for children.	6	—	None.	—
217	Camera makers	Do.	*20	—	—	—	—	—	—	—
218	French polishers	London, W.	*10	Approved	—	—	—	—	—	—
219	Cabinet makers	Birmingham	7	Not ordered but approved.	6	15*s.*	2	—	None	Employers to consult employés as to fair price for work.
222	Pianoforte polishers.	London, N.W.	3	—	—	—	—	—	—	—
223	Cabinet makers	Batley	4	Approved	4	18*s.*	2	—	—	By raising the moral tone of society, and by enactments enforcing fairer conditions for the worker.
225	Do.	Belfast	2	—	—	—	1	—	—	—
228	French polishers	London, E.C.	*51	Approved	50	15*s.*	15	Nil.	—	—
229	Cabinet makers	Cork	6	Do.	6	17*s.* 6*d.*	37	—	None	Arbitration.
	CIGAR, TOBACCO AND PIPE TRADES.									
234	Clay tobacco pipe makers.	Glasgow	*217	Do.	217	10*s.* journeymen, 7*s.* apprentices.	—	—	—	Collectivism.
235	Do.	Aberdeen	30	Do.	14	10*s.*	20	—	None.	—
236	Tobacco strippers	London, E.	3	Do.	3	—	41	—	—	Arbitration.
238	Cigar makers (females).	Do.	23	Do.	—	—	—	—	—	—
239	Cigarette makers	Glasgow	80	Do.	72	—	10	—	None	Co-operation; only the workers employed to be the shareholders.
	CLOTHING TRADES.									
	BOOT AND SHOE MANUFACTURE.									
240	Finishers	Rothwell, Northants.	40	Do.	—	—	5	—	None	Arbitration Board of equal number of employers and employés whose decision shall be binding.
241	Clickers, rough stuff cutters, &c., lasters and finishers.	London, E.	*300	—	—	—	—	—	—	—
242	Riveters and finishers.	Irthlingborough.	*30	Approved	25	—	—	—	None.	—
243	Lasters and finishers.	Leicester	*40	Not approved.	40	Nil	Nil	—	None	Conciliation and arbitration.
244	Do.	Do.	*80	Approved.	44	—	—	—	—	—
245	Do.	Northampton	45	Do.	27	3*s.* per day first two days, 2*s.* per day afterwards.	—	—	—	Arbitration.
246	Finishers	Do.	20	Not ordered.	—	—	—	—	—	Do.
251	Riveters and finishers.	Stone, Staffs.	195	Not approved.	120	5*s.*	11	—	None	Do.
252	Boot and shoe operatives.	Belfast	160	Approved	40	12*s.*	250	25	None.	—
253	Do.	Leicester	280	Not approved.	220	Nil	Nil	—	None	Conciliation and arbitration.
255	Boot and shoe makers.	Leicester	—	Approved	—	15*s.*	2	None	None.	—
256	Cloggers	Farnworth	30	Do.	30	14*s.* married men, 10*s.* single.	32 (Does not include money from branch funds.)	—	—	Joint Committee of employers and employed, with full power to settle.
257	Do.	Rochdale	50	Do.	32	14*s.* married men, 10*s.* single.	38 (Does not include money from branch funds.)	—	1	—
258	Boot and shoe makers.	Leicester	13	—	—	15*s.*	64	—	None.	—
259	Boot and shoe operatives.	Near Stone, Staffs.	*45	Approved	15	—	8	Nil	—	Arbitration.
261	Lasters	Manchester	37	Do.	37	15*s.*	—	—	—	Do.
262	Boot and shoe operatives.	Norwich	300	Not approved.	—	—	—	—	—	—
263	Do.	London, E.C.	28	—	—	15*s.*, and probationers 6*s.*	228	—	None.	—
264	Finishers	Croydon	56	Approved	56	15*s.*	114	—	None.	—
265	Slipper makers	Waterfoot, Lancs.	26	Do.	26	14*s.*	160	—	1	Board of Arbitration.

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	HAT AND CAP MANUFACTURE.						£	£		
268	Cap makers	London, E.	180	Approved	180	6s. women, 12s. men.	50	21	5	Communisation of all means of production.
	HOSIERY AND UNDERCLOTHING MANUFACTURE.									
269	Cardigan jacket makers.	Leicester	13	Do.	13	15s. men, 7s. 6d. women.	37	—	—	Socialism to prevent.
	TAILORING.									
276	Tailors	Nottingham	4	Do.	4	15s.	27	—	None	Board of Conciliation.
278	Do.	Ashton-under-Lyne.	3	Do.	3	—	6	—	None	"By having all work made on the premises and by Trade Union labour."
279	Ladies' tailors and mantle makers.	London, E.	80	—	80	6s. and 8s.	15	—	—	"State interference on behalf of the weak and propertyless would tend to diminish such disputes."
280	Tailors	Batley	8	Approved	—	—	—	—	—	Arbitration, conciliation.
282	Do.	Peebles	35	Do.	35	14s.	14	9	None	Board of Arbitration.
283	Do.	Blaydon-on-Tyne.	9	Do.	9	—	27	—	3	Arbitration.
285	Tailors	Leeds	16	Do.	16	15s.	92	—	None.	Conciliation, and, where possible, arbitration.
286	Tailors' pressers	Bristol	*2	Do.	—	1st week 15s.; 2nd week 6s. 10½d.; 3rd week 3s. 9d.	3	—	—	—
287	Tailors	Belfast	19	Do.	19	15s.	61	—	—	Arbritration when conciliation has failed.
288	Do.	Oldham	6	Do.	6	3 at 15s., 1 at 12s., 1 at 10s.	9	Nil	None	Board of Conciliation.
291	Coat pressers	Bristol	5	Do.	5	15s.	60 to 4th Feb. 1896.	—	—	—
	COOPERS.									
295	Coopers	Leeds	5	Approved	5	12s.	—	—	None.	—
297	Do.	London, S.E.	*14	—	—	—	—	—	—	—
	FEMALE EMPLOYMENT.									
300	Waitresses	London, W. and W.C.	21	No union	—	—	—	7	4	—
	GLASS TRADES.									
301	Glass bottle makers.	Dublin	*112	—	45	12s. financial members, 9s. non-financial members.	259 to 16th March 1895.	—	None	Conference of employers and workmen.
302	Do.	London, E.	18	Not approved.	12	15s., and 1s. for each child. Men allowed to get casual work to make 15s. up to 24s. per week.	—	—	—	—
303	Plate glass bevellers.	Leeds	*10	—	—	—	—	—	—	—
306	Do.	London, E.C.	42	Approved	22	—	—	—	—	—
	LEATHER AND INDIA RUBBER TRADES.									
324	Curriers	Glasgow	100	Approved.	—	—	—	—	—	—
326	Do.	Liversedge	14	Do.	5	8s. for 3 weeks, 12s. for 8 weeks. Non-union men 4s. for 5 weeks.	30	—	—	—
	METAL TRADES.									
	IRON AND STEEL MANUFACTURE.									
	Blastfurnacemen.									
327	Blastfurnacemen	Askam	*100	Do.	—	10s., and 1s. for each legitimate child.	1,200	Nil	None	"Joint committee."
328	Do.	Millom	200	Do.	180		—	—	85	
329	Blastfurnacemen and steel workers generally.	Barrow-in-Furness.	*480	Do.	480	—	Nil	Nil	None	*See* note, p. 269.
330, 331, 332	Bricklayers (repairing furnaces and steel works)	Jarrow-on-Tyne.	*10	Do.	10	15s.; pickets, 17s. 6d.	51	—	None.	—

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	IRON AND STEEL MANUFACTURE—*cont.* *Puddlers, Millmen, &c.*						£	£		
338	Sheet millmen	Wishaw	*32	Non-unionists.	—	—	—	15	None	Arbitration.
	Steel Workers.									
339	Steel smelters	Morriston, Swansea.	21	Approved	—	15*s.* and 10*s.*, advanced to 18*s.* and 13*s.*	337	—	None	"Compulsory arbitration with Government official as arbitrator."
340	Steel workers generally.	Morriston	210	Do.	50	15*s.* average	1,391	—	None	Board of Conciliation.
342	Gas producers	Jarrow-on-Tyne.	*105	Do.	105	8*s.*	200	—	None.	—
345	Steel smelters	Trimsaran, Swansea.	12	Do.	—	—	28	—	—	—
348	Bessemer steel workers.	Blaenavon	*888	Not approved.	—	—	—	—	—	Sliding scale.
	Iron-plate Working, Galvanising, &c.									
350	Iron-plate workers	The Lye, Cradley, and Old Hill.	400	Approved	350	10*s.* men, some support to lads.	1,300	1,380	25	A well-regulated Wages Board.
	ENGINEERING AND COGNATE TRADES.									
	Pattern Making.									
352	Pattern makers	Bedford	9	Approved	9	15*s.*	110	—	3	—
	Ironfounding, &c.									
356	Ironfounders	Cork	17	Do.	17	—	29	—	—	—
357	Do.	Leith	56	Do.	56	10*s.*	103	Nil	None	"Too big a question for me to answer here."
358	Do.	Rodley, Leeds	*6	Do.	5	15*s.*	—	Nil	None.	—
359	Do.	Dalkeith	14	Do.	8	10*s.*	26	Nil	None.	—
360	Do.	Dundee	21	Do.	21	—	50	—	1	—
361	Do.	Do.	15	Do.	15					
362	Irondressers	Johnstone, Renfrewshire.	—	No union.	—	—	—	—	—	—
363	Ironfounders	Belfast	230	Approved	—	—	2,100	357	—	"If employers consented to their books being examined, it would tend in a great measure to prevent strikes."
	Boilermakers.									
365	Holders-on	River Clyde District.	*50	Not approved.	50	—	—	—	—	—
366	Labourers	Jarrow-on-Tyne	40	Approved locally.	38	8*s.*	224	—	None.	—
	Fitters, Turners, &c.									
368	Fitters	Swansea	47	Not ordered but approved.	24	Nil	Nil	Nil.	—	—
369	Fitters, turners, &c. (linotype machine manufacture).	Manchester	150	Approved	120	—	—	—	—	—
370	Engineers	Clydebank, Glasgow.	766	Do.	616	15*s.*	224	—	None.	—
371	Engineers (unspecified).	Glasgow	*50	Do.	16 in one union.	—	26	—	—	—
372	Turners, fitters, and pattern-makers.	Oldham	31	Do.	18	—	—	—	—	—
373	Turners and fitters (loom making).	Burnley	3	Approved	3	15*s.*	16 to 5th Oct.	—	—	"By employers and employed meeting and discussing the trade in general."
374	Fitters, turners, smiths, &c. (locomotive works).	Cardiff	*106	Do.	96	—	1,550	105	None	Representatives to confer.
375	Fitters, turners, &c. (railway works).	Liverpool	16	Do.	—	—	—	—	—	—
376	Engineeers	Whitefield, Lancs.	5	Do.	5	15*s.*	—	—	1	—
377	Apprentice engineers.	Aberdeen	*85	No union	—	—	Nil	Nil	2	Trade conferences every six months.
380	Engineers (sugar refinery).	Silvertown, E.	6	—	—	—	—	—	—	—
382	Fitters and turners	Hull	*200	Approved	196	15*s.*	—	—	None.	—
384	Engineers generally.	Glasgow	*55	Not approved.	18	—	—	—	—	—
386	Fitters and turners.	Cardiff	9	Approved	8	10*s.* and 15*s.*	—	Nil	—	Negotiation.
387	Engineers (loom making).	Shipley	12	—	—	—	—	—	—	"Employers and workmen having confidence one in the other."

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							By Trade Union.	From other Sources (so far as reported).		
	ENGINEERING AND COGNATE TRADES—*cont.* *Electrical and Scientific Engineering.*						£	£		
388	Electrical fittings workers.	Ponder's End, Middlesex.	*410	Approved	65	—	—	—	—	To prevent: Employers to be compelled by law to pay a proper wage. To settle: Arbitration Board with compulsory powers."
	Machinists.									
389	Machinists	Bury	*54	Do.	54	—	—	—	3	"Returning labouring men to all governing bodies, instead of as at present returning employers."
	Safe Making.									
394	Safe makers	Liverpool	20	Not ordered but approved.	20	10*s.*	77	5	None	"Permanent Boards of Conciliation in industrial centres sitting as a magisterial bench, with power to enforce their decisions given by an Act of Parliament."
	Whitesmiths.									
396	Whitesmiths (engineering works).	Liverpool	8	Approved	8	15*s.*	—	—	5	Arbitration.
	SHIPBUILDING.									
398	Shipwrights	Partick	30	Do.	30	—	Nil	—	None	Government Arbitration Boards with compulsory powers.
399	Do.	Belfast	*220	Do.	220	10*s.*	275	—	None	"If every one would do unto others as they would wish to be done unto."
400	Do.	Passage West, Cork.	3	Do.	3	—	—	—	None.	—
401	Platers' helpers	Middlesbro'	242	—	—	8*s.*	290	—	None.	—
402	Apprentice shipwrights.	Passage West, Cork.	14	—	14	—	—	—	None.	—
404	Riveters	Leith	*40	—	40	10*s.*	2	—	—	—
405	Boilermakers' helpers.	Barry	52	Not ordered	40	Nil	Nil	—	None.	—
409	Sawyers	Hull	*40	Approved	—	—	—	—	None	Compulsory arbitration.
410	Joiners	Troon	*40	Not ordered	—	—	—	—	—	—
411	Shipwrights	Barrow-in-Furness.	490	—	440	10*s.*	90	—	None	Arbitration.
412	Platers' helpers	Wallsend-on-Tyne.	200	—	200	8*s.*	25	—	None.	—
414	Shipwrights	Govan	76	Approved	76	—	—	—	—	—
415	Do.	Leith	*51	Not ordered but approved.	51	10*s.*	29	—	None.	—
417	Shipjoiners	Dundee	*90	Approved	87	15*s.*	90	—	None.	—
			101	Do.	—	12*s.*	39	—	None.	—
418	Shipwrights	Barrow-in-Furness.	*109	Do.	98	12*s.*	—	—	None	Conciliation Board.
419	Plumbers	Do.	*45	Do.	31	15*s.*, 20*s.* to officers.	171	Nil	None.	—
421	Fitters	Do.	—	Not approved.	—	—	Nil	Nil	None.	—
423	Joiners	Belfast	33	Approved.	33	15*s.*	79	—	None.	—
			21	Do.	21	12*s.*	42	—	—	Arbitration Boards.
425	Riveters and holders-on.	Aberdeen	*11	Not approved.	—	Nil	Nil	Nil.	—	—
426	Shipjoiners	Liverpool	*11	Approved.	—	—	—	—	—	—
427	Shipwrights	Hebburn-on-Tyne.	*70	—	70	—	10	—	—	—
428	Shipjoiners	Leith	*34	Not ordered but approved.	34	15*s.*, 14*s.* to trade members.	13	Nil	None	Arbitration.
			36	Do.	36	12*s.*	1	Nil	None	Conciliation, failing which arbitration.
429	Boilermakers, &c.	Birkenhead	100	Not approved.	—	Nil	Nil.	—	—	—
430	Shipjoiners	Aberdeen	38	Approved	38	—	9	—	—	"Elective local Arbitration Boards."
431	Patternmakers	Leith	8	Approved	—	15*s.*	12	—	None	Conciliation or arbitration.
433	Shipwrights	Southampton	54	Not approved.	54	28*s.* 4*d.*	76	—	—	Deputation to employer, or arbitration.
435	Plumbers	Greenock	3	Approved	—	—	—	—	—	Yearly meeting of delegates of employers and employés to fix wages and byelaws.
436	Platers' helpers	Wallsend	24	—	24	8*s.*	11	—	None.	—
440	Riveters	West Hartlepool.	42	Not approved.	42	Nil	Nil	Nil	None	*See* note, p. 275.
441	Platers' helpers, red leaders, and labourers.	Belfast	342	—	—	8*s.*	65	—	None	Arbitration.

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	SHIPBUILDING—*cont.*						£	£		
442	Holders-up	Aberdeen	90	Approved.	70	12*s.*; 10*s.* to young members and those out of benefit.	39	—	None.	—
443	Riveters and caulkers.	Leith	*36	Not approved.	30	—	—	—	—	—
444	Platers' helpers	Walker-on-Tyne.	*74 (directly).	Approved	74	8*s.*	126	—	None	"Nationalisation of means of production, distribution, and exchange."
445	Shipwrights	Gorleston, Great Yarmouth.	12	Do.	12	15*s.*	—	—	—	"Conferences between masters and men."
446	Platers' helpers	Wallsend-on-Tyne.	119	—	119	8*s.*	270	—	None.	—
448	Do.	Low Walker-on-Tyne.	29 (directly).	Approved	29	8*s.*	35	—	None	Nationalisation of means of production, distribution, and exchange.
449	Joiners	Port Glasgow	40	—	—	—	—	—	—	—
450	Shipyard labourers,	Hull	*38	Not approved.	—	—	—	—	—	Arbitration.
451	Hammermen	Newport, Mon.	*21	Not sanctioned.	21	—	—	—	—	Government Arbitration Boards.
452	Riveters, holders-up, &c.	Jarrow on-Tyne.	*250	Not approved.	200	Nil	Nil	—	None	"A committee of employers and men, the same to appoint a chairman."
	MISCELLANEOUS METAL TRADES.									
	Anchor Making.									
454	Anchor smiths	Gateshead	*24	Approved	22	8*s.*	114 to 23 Dec.	—	None.	—
	Brass Working.									
456	Brass workers (railway carriage furniture).	Birmingham	*28	—	22	20*s.* & 10*s.*	—	—	—	Conciliation and arbitration.
457	Brass workers	Rotherham	56	Not consulted.	—	—	—	20	None	Do. do.
458	Brass workers (patent valves).	Huddersfield	3	—	—	20*s.*		—	—	Nationalisation of all means of production, distribution and exchange.
459	Brass workers	Masbro'	73	Approved	69	20*s.*	156	—	—	Conciliation Boards.
460	Brass casters	Rotherham	20	—	20	—	5	—	None	Do. do.
	Chain Making.									
461	Chain strikers	Tipton	65	Not approved.	65	—	—	—	—	Do. do.
462	Cable chain makers.	Old Hill	*13	Approved	13	10*s.*	—	—	—	—
464	Small chain makers (outworkers).	Cradley Heath and District.	*450	Approved	400	—	Nil	Nil.	—	Conciliation Board.
465	Block chain makers.	Cradley Heath	25	—	—	20*s.*	50	—	—	—
466	Small chain makers.	Old Hill	*21	Approved	21	15*s.*	16	Nil	—	Conciliation Board.
	Cutlery and Edge Tool Manufacture.									
468	Grinders and polishers.	Birmingham	*25	Do.	—	—	—	—	—	Conciliation.
469	Hoe makers	Wolverhampton.	7	Do.	—	15*s.*	6	2	None.	—
	File Making.									
470	File smiths	Birmingham	*18	Do.	13	—	—	—	—	Arbitration.
	Silver Working.									
472	Silver spoon and fork finishers.	London, W.	9	—	—	—	—	—	—	—
	Stove, Grate, and Fender Manufacture.									
475	Stove grate fitters	Glasgow	*24	Approved	2 (relates to 1 union only.)	15*s.*	6	—	—	—
	Tin-Plate Manufacture.									
487	Tin-plate workers	Panteg, Mon.	192	Not approved.	129	—	Nil	Nil	—	Compulsory arbitration.
492	Do.	Kidwelly	300	—	—	—	—	—	—	—
493	Do.	Llanelly	350	Approved	100	—	—	—	None	Compulsory arbitration.
494	Do.	Gorseinon	250	Do.	100	—	—	—	None	Do. do.
495	Do.	Do.	200	Do.	100	—	Nil	Nil	None	Do. do.

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							By Trade Union.	From other Sources (so far as reported).		
	Tin-Plate Workers (Makers-up).						£	£		
497	Gas-meter makers	London, S.W.	5	—	—	—	—	—	—	—
	Tube Manufacture.									
498	Tube workers	Old Hill	—	Not approved.	—	—	—	—	—	—
	Vice Making.									
500	Vice makers	Birmingham Stourbridge and the Lye.	*30	Approved	30	10*s.*	20	—	None	Conciliation Boards.
501	Do.	Birmingham, and the Lye.	200	—	—	—	—	—	—	—
	MILLERS.									
503	Flour millers	Birmingham	11	Approved	9	12*s.*	32	—	2	—
	MINING AND QUARRYING.									
	COAL MINING.									
	Coal Hewing.									
508	Hewers	Alfreton	600	Do.	300	10*s.*, and 1*s.* per child.	—	—	None	Boards of Conciliation and co-operative production on profit-sharing basis.
509	Do.	Tamworth	450	Do.	335	10*s.* and 5*s.*	75	Nil	None.	—
515	Do.	Near Wakefield.	*600	Do.	550	9*s.* men, 4*s.* 6*d.* boys.	—	Nil	Nil	"Satisfactory price list."
517	Do.	Castleford	800	Do.	—	—	—	—	—	—
519	Do.	Cambuslang	*260	Do.	234	—	—	—	—	—
520	Do.	Blaina (Mon.)	*800	—	—	—	1	—	None	Conciliation Boards.
523	Do.	Rotherham	*220	Not approved.	220	—	—	—	—	—
525	Do.	Motherwell	350	Non-unionists.	—	—	—	16	None	Boards of Conciliation and Arbitration.
526	Do.	Bridgend (Glamorgan).	*20	—	—	—	—	—	—	State Board of Conciliation.
530	Do.	Near Sheffield	82	Not approved.	—	—	—	—	—	—
533	Do.	Blantyre	2,000	—	—	—	—	—	—	—
535	Do.	Motherwell	*400	—	—	—	—	—	—	—
539	Do.	Garnant (Glamorgan).	400	Not approved.	—	—	—	—	—	Conciliation Boards.
541	Do.	New Flint	300	Approved	140	7*s.* and 1*s.* per child under 12 years.	171 to 30 June.	—	—	Do. do.
544	Do.	Gorseinon	220	Do.	200	10*s.* and 1*s.* per child.	—	—	Nil	Compulsory State arbitration.
546	Do.	Near Baillieston.	*50 directly affected.	—	—	—	—	—	—	—
547	Do.	Gorebridge (Midlothian).	*550	Approved	—	8*s.* and 1*s.* per child.	66	—	—	—
550	Do.	Tranent	100	—	—	—	—	—	—	—
552	Do.	Near Barnsley	*1,000	Approved	620	9*s.* full members 4*s.* 6*d.* half members and 1*s.* per child.	1,642	95	120	Conciliation Board.
556	Do.	Washington (Durham).	*700	Not approved.	741	—	Nil	Nil	None.	—
557	Do.	Motherwell	*300	Approved	150	—	Nil	Nil	None	Conciliation Board with minimum wage basis or nationalisation of mines.
560	Do.	Near Pontypridd.	*235	Non-unionists.	—	—	—	—	—	—
562	Do.	Harthill (Lanark).	*85	Approved	70	—	Nil	Nil	None	Conciliation Board with minimum wage.
565	Do.	Near Pontypridd.	*1,213	Non-unionists.	—	—	—	—	—	—
567	Do.	Wigan	*2,000	Approved	500	10*s.* and 1*s.* per child.	900	Nil	12	Nationalisation of mines.
568	Do.	Harthill (Lanark).	*145	Do.	80	—	Nil	Nil	None	Conciliation Board with minimum wage basis.
569	Do.	Hamilton	500	Do.	300	—	Nil	Nil	None	"Nationalisation of mines and minerals."
570	Hewers, putters, &c.	Sunderland	500	Do.	—	—	—	—	—	*See* note, p. 276.

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	COAL MINING—*cont.*						£	£		
	Coal Hewing—cont.									
571	Hewers and underground datal men.	Great Broughton (Cumberland).	300	—	—	—	—	—	—	—
578	Do. - -	Ormiston, N.B.	*32	—	—	—	—	—	—	—
581	Do. - -	Hamilton -	—	Not approved.	—	—	—	—	—	*See* note, p. 277.
582	Hewers -	Alfreton -	*32	Approved	25	11*s.* and 4*s.*	—	—	None	Conciliation and abolition of all contract work.
583	Do. - -	Barnsley -	*64	Do. -	47	9*s.* and 1*s.* per child.	163	—	None	"Placing the mines under State control."
587 & 588	Hewers, &c. -	Prestongrange	*316	Do. -	316	8*s.*	652	188	None	Conciliation boards.
593	Do. - -	Harrington -	*194	Do. -	100	—	14	—	None	Conciliation.
595	Do. - -	Uddingston -	*400	—	6	—	Nil	Nil	None	Boards of Conciliation and Arbitration.
596	Do. - -	Flimby and Broughton Moor.	180	Approved but not ordered.	90	4*s.* and 1*s.* per child.	—	—	None	After dispute is begun conciliation and arbitration. (*See also* p. 277.)
597	Do. - -	Cymmer (Glamorgan).	*250	Non-unionists.	—	—	—	—	—	—
598	Do. - -	Platts Bridge	120	Approved	59	10*s.* and 1*s.* per child.	300	—	—	Board of Conciliation.
599	Do. - -	Ebbw Vale -	80	Do. -	—	10*s.*	20	—	None	Organisation with good discipline.
602	Do. - -	Sharlston, Wakefield.	11	—	—	—	—	—	—	—
606	Do. - -	Celynen -	780	—	—	—	—	—	—	—
607	Do. - -	Treharris -	*2,057	—	—	—	—	—	—	—
609	Do. - -	Whitehaven -	250	—	—	—	—	—	—	—
612	Do. - -	Tamworth -	*180	Disapproved.	100	—	Nil	Nil.	—	—
617	Do. - -	Larkhall -	300	—	—	—	Nil.	—	—	—
618	Do. - -	Cowdenbeath	*720	Approved	684	—	Nil.	—	—	—
620	Do. - -	Near Whitehaven.	*400	Do. -	250	4*s.*	100	—	None	A Conciliation Board.
621	Do. - -	Buckley -	120	Approved.	100	7*s.* and 1*s.* per child under 12.	—	—	—	Do. do.
622	Do. - -	Blantyre -	*250	—	50	—	Nil	Nil	None	Employers to meet men's representatives.
624	Do. - -	Pemberton -	*120	—	—	—	—	—	—	—
625	Do. - -	Harthill (Lanark).	100	Not consulted.	15	—	Nil	Nil	None	Conciliation Board and minimum wage.
630 & 631	Do. - -	Ebbw Vale -	*3,040	—	—	—	Nil.	—	—	—
633	Do. - -	Near Glasgow	*76	Approved	50	—	Nil	Nil	None	Conciliation Board and minimum wage; nationalisation.
634	Do. - -	Port Talbot -	*200	Not approved.	140	—	Nil	Nil	None	State arbitration.
636	Do - -	Near Blaydon	200	Do.	190	—	—	—	—	Arbitration.
637	Do. - -	Blairhall -	150	Approved	100	—	Nil	Nil	None	State Boards of Conciliation and Arbitration.
638	Do. - -	Blaina - -	3,000	Non-unionists.	—	—	—	—	None	Compulsory arbitration.
640	Do. - -	Garw Valley -	80	Not ordered, but approved.	—	—	—	—	—	Conciliation Board.
641	Do. - -	Hamilton -	531	—	—	—	—	—	—	—
642	Do. - -	Near Wigan -	—	Approved	64	—	—	—	—	Arbitration.
643	Do. - -	Hamilton -	650	Non-unionists.	—	—	—	Nil	9	Do.
644	Do. - -	Maesteg - -	700	Do.	—	—	—	—	—	Do.
645	Do. - -	Cornsay, Durham.	*480	Approved	480	10*s.*	—	—	—	Do.
647	Do. - -	Merthyr Tydvil.	*2,000	No union	—	—	—	200	None	Do.
648	Do. - -	Wingate (Durham).	500	Approved	—	—	—	—	—	—
	Surfacemen, Datallers, &c.									
656	Banksmen -	Near Sheffield	*1,180	Approved	1,000	8*s.*	40	—	None	Conciliation.
657	Do. -	Mexbro' -	*1,808	Do. -	308	8*s.*	545	—	3	—
	Hauliers, Drawers, and Pit Lads.									
659	Hauliers - -	Merthyr -	*1,500	Not approved.	650	—	—	—	Nil	Arbitration. (*See* note, p. 278.)
661	Hauliers, &c. -	Ebbw Vale -	*800	—	—	—	—	—	—	—
662	Putters - -	Near Gateshead	*450	Not approved.	—	—	—	—	—	—
663	Hauliers - -	Maesteg -	*420	—	—	—	—	—	—	—
664	Do. - -	Do.	*600	—	—	—	—	—	—	—

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	COAL MINING—*cont.*						£	£		
	Hauliers, Drawers, and Pit Lads—cont.									
665	Boys	Eckington	*1,150	Not approved.	100	—	Nil.	Nil	—	—
666	Pony boys	Killamarsh (Derbyshire).	*1,000	Do.	100	—	Nil.	Nil	—	—
667	Putters	Near Wingate (Durham).	*82	Do.	82	—	Nil	Nil	None.	—
668	Drivers	Bagillt (Flint)	—	Not consulted.	—	—	—	—	—	—
669	Boys	Near Chesterfield.	*550	Do.	—	—	—	—	—	—
671	Putters	Denby, Derby	400	Not approved.	—	—	—	—	—	—
	Cokemaking.									
673	Coke drawers	Blaydon-on-Tyne.	27	Approved	27	10*s.*	14	—	None	Conciliation. (*See* note, p. 278.)
	Colliery Enginemen, Stokers, &c.									
675	Enginemen and stokers.	Ferndale (Glamorgan).	*4,320	—	—	—	—	—	—	—
677	Enginemen, stokers, and fitters.	Rhymney Valley.	3,250	Non-unionists.	—	—	—	—	—	—
	MISCELLANEOUS MINING.									
	Iron Mining.									
681	Ironstone miners	Dalry (Ayrshire).	300	—	80	—	—	—	—	—
	QUARRYMEN AND SETT MAKERS.									
686	Settmakers	Condorrat (Dumbarton).	44	Approved	44	10*s.*; apprentices 5*s.*	32	Nil	None	State conciliation and arbitration.
687	Do.	Inverkeithing	30	Do.	30	10*s.*	21	Nil	None	Quarries worked on co-operative principles.
688	Do.	Pwllheli	80	Lock-out without notice.	60	10*s.*	25	—	None	Price lists to be mutually arranged yearly.
689	Do.	Inverkeithing	13	Approved	13	10*s.*	4	Nil	None	Co-operation.
690	Blockers	Enderby (Leicestershire)	24	Not approved.	12	12*s.*	5	Nil	None	Conciliation. (*See* p. 278.)
691	Settmakers	Near Dumfries	7	Approved	7	—	8	Nil	None	Arbitration.
692	Do.	Collessie (Fife)	9	Do.	9	10*s.*	—	Nil	None.	—
693	Do.	Creetown, Kirkcudbright.	13	Do.	13	10*s.*	21	Nil	None	*See* p. 278.
694	Slate quarrymen	Moeltryfan, Carnarvon.	*200	Not consulted.	120	—	Nil	Nil	None	Arbitration Board.
	MUNICIPAL EMPLOYMENT.									
696	Vestry employees (refuse loading).	London, S.E.	9	Not approved.	—	—	—	—	—	—
697	Do. do.	Do	9	Do.	—	—	—	—	—	—
	PAPER AND STATIONERY MANUFACTURE.									
698	Paper makers	Ballyclare, co. Antrim.	*10	—	—	—	—	—	—	—
	POTTERY TRADE.									
700	Printers and transferrers.	Burslem	*48	Non-unionists.	—	—	—	—	—	Trade unions.
	PRINTING AND BOOKBINDING TRADES.									
	Printing.									
701	Compositors	Swansea	7	Approved	7	20*s.*	—	—	—	Arbitration.
702	Do.	Stockport	21	Do.	21	20*s.*	200	—	—	Arbitration generally, but not in this case.
704	Do.	Leith	3	Do.	3	32*s.*	32	—	—	—
706	Do.	Dublin	*4	Do.	3	—	—	—	—	State arbitration.
707	Do.	Bath	7	Do.	6	20*s.* men, 10*s.* apprentices.	27	—	None	"Withdrawal of tasks" "and marking of copy conditions."
708	Do.	Leeds	2	Do	*2	20*s.*	10	—	None	Negotiation.

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							By Trade Union.	From other Sources (so far as reported).		
	PRINTING AND BOOKBINDING TRADES—*cont.* *Bookbinding.*						£	£		
709	Bookbinders -	Hull - -	5	Approved	—	—	—	—	—	Negotiation.
710	Folders and stitchers.	London, N. -	*77	Do. -	70	3*s.* 6*d.* and 5*s.*	15	—	37	—
711	Bookbinders -	Dublin - -	19	Do. -	19	15*s.*	68	—	None	Co-operation.
	TEXTILE TRADES. COTTON MANUFACTURE.									
713	Weavers - -	Padiham -	200	Approved	190	5*s.* 4*d.*	51	—	None.	—
714	Machine feeders (blowing room).	Dukinfield -	*3	Non-unionists.	None.	—	—	—	—	—
715	Piecers and minders.	Stalybridge -	*120	Disapproved.	—	—	—	—	—	—
716	Piecers - -	Near Farnworth.	55	Not ordered.	36	1*l.* 6*s.* per head.	16	—	None.	—
717	Card and blowing room and ring spinners.	Rochdale -	*172	Disapproved.	120	—	—	—	—	—
718	Jack frame tenters	Ashton-under-Lyne.	*78	Not ordered.	78	Nil	Nil	Nil	None.	—
722	Little tenters -	Heywood -	20	No union.	—	—	—	—	—	—
723	Weavers - -	Padiham -	74	Approved	74	5*s.* 3*d.*	58	None	None.	—
724	Do. - -	Do. - -	67	Do. -	65	7*s.* 3½*d.*	18	—	—	—
725	Do. - -	Preston -	320	Do. -	40 before, 130 after.	—	—	—	—	—
726	Do. - -	Do. - -	290	Neither ordered nor approved.	—	—	—	—	—	—
728	Do. - -	Padiham -	*300	Approved	280	—	Not stated.		—	—
729	Do. - -	Blackburn -	320	—	—	—	—	—	—	—
730	Spinners - -	Burnley -	*96	Disapproved.	—	—	—	—	—	—
731	Weavers - -	Nelson - -	110	Not ordered.	—	—	—	—	—	—
732	Do. - -	Blackburn -	*320	Do.	—	—	—	—	—	—
735	Piecers and creelers.	Tyldesley -	108	Not in union.	—	21 spinners received 5*s.* each for 3 days.	5*l.* 5*s.*	Cannot say.	—	—
737	Weavers - -	Padiham -	220	Approved	108	None	None	—	None.	—
738	Do. - -	Blackburn -	*200	Not ordered.	—	—	—	—	—	—
739	Do. - -	Padiham -	130	Approved	129	—	—	—	—	—
740	Piecers - -	Manchester -	150	Not ordered.	No piecers.	—	—	—	None	"By mutual agreement or by Board of Conciliation."
742	Weavers - -	Blackburn -	*200	Approved.	—	—	—	—	—	—
743	Spinners -	Oldham - -	*60	—	32 Known to be unionists, viz., 10 spinners, 22 piecers.	12*s.* 6*d.* spinners, 6*s.* piecers.	—	—	None	"By mutual arrangement between both sides."
744	Weavers and winders.	Heywood -	200	Approved and ordered.	130	—	—	—	None.	—
745	Cotton operatives	Oldham - -	*150	Approved	150	8*s.*	150	—	None.	—
746	Weavers - -	Darwen - -	*200	Not ordered.	—	—	Nil	Nil	None.	*See* p. 279.
747	Cotton bleachers and dyers.	Stalybridge -	*580	Approved	—	16*s.*	—	—	—	—
748	Card-room operatives (and spinners in sympathy).	Ashton-under-Lyne.	*247	Approved	247	—	107	—	None.	—
750	Card-room operatives.	Oldham - -	*300	Do. -	240	8*s.*	96	—	None.	—
751	Ring, frame, and throstle piecers.	Shaw, Oldham	*250	Do. -	40	Men, 10*s.*; women, 8*s.*; girls, 6*s.*	—	—	None	"This is more than I can answer. It is very hard work dealing with the masters at present."
752	Spinners and card-room hands.	Bolton - -	*152 *60	Do. - Do. -	92 53	6*s.* to 15*s.* 8*s.* to 11*s.*	65 —	— —	Nil —	*See* note, p. 279.
753	Weavers - -	Padiham -	235	Neither ordered nor approved.	230	—	—	—	—	—
754	Do. - -	Do. -	333	Do. -	318	—	Nil	Nil	Nil.	—
757	Do. - -	Bury - -	450	Do. -	200	—	—	—	—	"Conference between employers and the workpeople's representatives."
758	Do. - -	Preston -	260	Do. -	240	—	—	—	—	—
759	Tenters and piecers.	Elton (Lanc.)	*30	Not approved.	10	—	Nil	Nil	None	By observing strictly price list, and not altering same without having a right to do so by consent.
765	Weavers - -	Blackburn -	240	Not ordered.	—	—	—	—	—	—
766	Ring spinners -	Heywood -	1	Do.	6	—	—	—	—	—

In cases marked * the number of persons differs from that taken for Table I.

Reference Number.	Trade.	Locality.	Number of Persons affected.	Whether Strike was approved or disapproved by Trade Union.	Number Striking or affected by Strike who belong to Trade Union.	Amount of support per Head per Week paid by Trade Union.	Amount expended in support of Strike.		Number of Persons going into work during the Strike.	Suggested means of settling or preventing Labour Disputes.
							By Trade Union.	From other Sources (so far as reported).		
							£	£		
	COTTON MANUFACTURE—*cont.*									
767	Weavers	Clayton-le-Moor.	150	Not ordered.	112	—	—	—	—	"To pay up in this case and in all others similar."
768	Do.	Near Clitheroe	*150	Disapproved.	50	—	—	—	—	—
771	Do.	Haslingden	*270	Not ordered nor approved.	—	—	—	—	—	—
772	Overlookers	Preston	*3	Not ordered.	8	—	Nil	Nil	Nil.	"Mutual agreement."
	FUSTIAN MANUFACTURE.									
776	Fustian cutters	Congleton	1,080	—	—	—	—	—	—	—
777	Fustian weavers	Leigh	*130	Not stated.	130	—	—	—	—	—
	JUTE WORKING.									
785	Jute workers	Stratford, E.	*750	Non-unionists.	—	—	Nil	Nil	None.	—
	LINEN AND FLAX MANUFACTURE.									
793	Beetlers and finishers.	White Abbey, co. Belfast,	13	Approved	13	10*s.*	49	8	2	"Board of Arbitration elected by employers and workmen, whose decision should be final."
795	Loftmen and yarn-bundlers.	Belfast	7	Do.	7	—	45	—	—	—
796	Flax dressers	Do.	11	Do.	10	—	9	—	None.	—
797	Do.	Do.	*22	Do.	22	5*s.*	6	—	—	Conciliation Board.
799	Do.	Leeds	23	Not ordered.	8	—	19	—	—	Conciliation Board.
800	Flax roughers	Comber, co. Down.	58	Approved	—	—	—	—	—	—
	ROPE AND TWINE MANUFACTURE.									
801	Rope-spinners	Liverpool	*38	"Without knowledge."	38	—	—	—	—	Strong trade unions.
802	Do.	Do.	*200	"Not consulted."	150	—	—	—	—	Conciliation Board.
	WOOLLEN, WORSTED, AND CARPET MANUFACTURE.									
	Woollen and Worsted Manufacture.									
805	Burlers	Morley	6	No union	—	—	—	—	—	Trade unionism and common sense.
807	Weavers	Huddersfield	78	Do.	—	—	—	—	—	Conciliation and arbitration with a strong trade union.
808	Wool sorters	Bradford	18	—	—	—	—	—	—	—
810	Weavers	Huddersfield	16	—	9	—	—	—	—	Conciliation and arbitration, with a strong trade union.
813	Cloth weavers	Yeadon	100	Not ordered.	—	—	—	—	—	—
814	Woollen weavers	Ossett	30	No union.	—	—	—	—	—	"Organisation by the workers and consideration by the employers."
816	Do.	Yeadon	*2,500	Not ordered, but approved.	206	4*s.* to 13*s.*	271	384	—	"State ownership and control of the industry."
818	Flannel and shawl weavers.	Delph	*120	Approved	55	8*s.*	8	21	—	—
822	Cloth fullers	Yeadon	*5	Not ordered.	1	—	—	—	—	—
824	Blanket weavers	Dewsbury	100	Do.	—	—	—	—	—	Combination, common sense, and conciliation.
833	Plush weavers	Huddersfield	13	—	13	—	—	—	—	Strong organisation and then mediation or arbitration.
	Woollen and Worsted Dyers.									
834	Dyers and labourers.	Leeds	11	Approved	11	—	1	—	—	"National control of land and capital."
835	Dyers	Do.	*12	Do.	12	—	—	—	—	—
836	Do.	Heckmondwike.	166	Not ordered.	—	—	—	—	—	—
837	Dyers, crabbers, and labourers.	Leeds	*40	Approved	40	—	—	—	—	—
	TEXTILE MACHINE FITTINGS MANUFACTURE.									
	Bobbin turners	Barnsley	—	Do.	—	—	—	—	—	—
840	Reed makers	Blackburn	4	Do.	4	10*s.* to 15*s.*	150	—	—	Arbitration, deputations, &c.
	Roller makers	Bolton	*56	Do.	47	8*s.* to 15*s.*	142	110	—	"Would prefer to settle our own cases."

In cases marked * the number of persons differs from that taken for Table I.

Reference Number.	Trade.	Locality.	Number of Persons affected.	Whether Strike was approved or disapproved by Trade Union.	Number Striking or affected by Strike who belong to Trade Union.	Amount of Support per Head per Week paid by Trade Union.	Amount expended in support of Strike.		Number of Persons going into Work during the Strike.	Suggested Means of settling or preventing Labour Disputes.
							By Trade Union.	From other Sources (so far as reported).		
	TRANSPORT (LAND AND WATER).									
	PUBLIC CARRIAGES.						£	£		
847	Cabdrivers	Sheffield	14	Not ordered.	—	—	—	—	—	—
848	Do.	London, S.W.	35	Approved	32	1*l.*	200	—	—	Arbitration.
849	Do.	London, S.E.	14	Without consent.	—	—	—	—	—	—
	DOCK, WHARF, AND WATER-SIDE LABOUR.									
864	Shipmen and quay porters.	Liverpool	64	Approved	64	—	—	—	—	—
865	Stevedores and dock labourers.	Middlesbro'	106	Disapproved.	—	—	—	—	—	Collective control of industry.
866	Dock labourers	Newport	14	Approved	14	12*s.*	22	7	—	Arbitration.
867	Do.	Birkenhead	140	Do.	—	—	—	—	—	—
868	Do.	Salford	350	Do.	350	12*s.*	617	—	5	—
869	Do.	Birkenhead	60	Do.	—	—	—	—	—	—
874	Do.	Dublin	44	Do.	—	—	—	—	—	—
875	Do.	Liverpool	200	Do.	200	—	20	—	—	—

A summary of certain particulars given in this Table appears on p. 63.

TABLE VI.—Showing the DISTRIBUTION of LABOUR DISPUTES in 1895 by COUNTIES (alphabetically arranged) and TRADES, with the NUMBER of PERSONS affected in cases where known.

County.	No. of Disputes.	No. of Disputes in which the Number of Persons affected is known.	No. of Persons affected by Disputes shown in previous column.	Trades affected.
ENGLAND :—				
Bedfordshire -	1	1	9	Engineering and cognate trades.
Cambridgeshire -	1	1	16	Stonemasons.
	1	1	8	Labour (agricultural and general unskilled).
	2	2	24	
Cheshire -	1	1	4	Stonemasons.
	1	1	20	Builders (generally).
	1	1	100	Shipbuilding.
	1	1	19	Wireworking.
	2	2	770	Coal mining.
	1	1	21	Printing and bookbinding.
	4	4	834	Cotton manufacture.
	2	2	1,180	Fustian manufacture.
	1	1	70	Silk manufacture.
	2	2	200	Dock and waterside labour.
	16	16	3,218	
Cornwall - -	1	1	1,000	Tin mining.
Cumberland -	1	1	80	Painters and decorators.
	1	1	200	Iron and steel manufacture.
	8	8	1,770	Coal mining.
	10	10	2,050	
Derbyshire -	1	1	56	Carpenters and joiners.
	2	2	6	Stonemasons.
	6	6	3,084	Coal mining.
	1	1	25	Quarrying and sett making
	10	10	3,171	
Devonshire -	1	1	17	Bricklaying.
	2	2	8	Carpenters and joiners.
	1	1	16	Plasterers.
	3	3	113	Public works construction and maintenance.
	3	3	41	Stonemasons.
	1	1	37	Builders (generally).
	11	11	232	
Durham - -	1	1	14	Bricklaying.
	1	1	34	Brickmaking.
	2	2	72	Carpenters and joiners.
	1	1	18	Plasterers.
	1	1	4	Stonemasons.
	1	1	9	Tailoring.
	5	5	1,424	Iron and steel manufacture.
	1	1	40	Engineering and cognate trades.
	6	6	1,173	Shipbuilding.
	2	2	60	Anchor making.
	15	15	8,561	Coal mining.
	36	36	11,409	

County.	No. of Disputes.	No. of Disputes in which the Number of Persons affected is known.	No. of Persons affected by Disputes shown in previous column.	Trades affected.
ENGLAND—*cont.*				
Essex - -	2	2	146	Bricklaying.
	1	1	14	Carpenters and joiners.
	1	1	16	Public works construction and maintenance.
	4	4	176	
Gloucestershire -	1	1	9	Carpenters and joiners.
	1	1	4	Stonemasons.
	1	1	100	Boot and shoe manufacture.
	3	3	16	Tailoring.
	1	1	3	Glass trades.
	2	2	42	Engineering and cognate trades.
	4	4	1,094	Coal mining.
	1	1	14	Seafaring.
	2	2	290	Dock and waterside labour.
	16	16	1,572	
Hampshire -	2	2	220	Bricklaying.
	1	1	54	Shipbuilding.
	3	3	274	
Hertfordshire -	1	1	6	Painters and decorators.
Kent - -	1	1	250	Builders (generally).
	1	1	550	Cement working.
	2	2	800	
Lancashire -	1	1	3	Bakers.
	4	3	26	Bricklaying.
	4	4	116	Carpenters and joiners.
	1	1	12	Packing case makers.
	4	4	233	Painters and decorators.
	2	2	277	Plasterers.
	4	3	112	Plumbers.
	6	5	298	Stonemasons.
	1	1	34	Builders (generally).
	4	4	192	Cabinet making.
	4	4	143	Boot and shoe manufacture.
	2	2	9	Tailoring.
	1	1	5	Coopers.
	2	2	60	Leather, &c., trades.
	2	2	2,633	Iron and steel manufacture.
	10	10	1,278	Engineering and cognate trades.
	5	5	698	Shipbuilding.
	17	17	4,406	Coal Mining.
	56	55	11,469	Cotton Manufacture.
	1	1	230	Fustian manufacture.
	3	3	330	Rope and twine manufacture.
	2	2	75	Textile machinery manufacture.
	4	4	674	Dock and waterside labour.
	140	136	23,313	
Leicestershire -	1	1	78	Bricklaying.
	1	1	90	Brickmaking.
	1	1	400	Carpenters and joiners.
	2	2	93	Plumbers.
	3	3	42	Stonemasons.
	1	1	79	Builders (generally).
	6	5	673	Boot and shoe manufacture.

County.	No. of Disputes.	No. of Disputes in which the Number of Persons affected is known.	No. of Persons affected by Disputes shown in previous column.	Trades affected.
ENGLAND—*cont.*				
Leicestershire—*cont.*	5	5	6,992	Hosiery manufacture.
	2	2	174	Quarrying and sett making.
	22	21	8,621	
Lincolnshire -	1	1	75	Bricklaying.
	1	1	15	Carpenters and joiners.
	1	1	20	Stonemasons.
	1	1	12	Seafaring.
	4	4	122	
London - -	1	1	27	Brushmaking.
	12	9	230	Bricklaying.
	2	2	273	Public works construction and maintenance.
	3	3	213	Builders (generally).
	6	4	73	Cabinet making.
	2	2	26	Cigar, &c., trades.
	2	2	342	Boot and shoe manufacture.
	1	1	180	Hat and cap manufacture.
	1	1	80	Tailoring.
	1	1	15	Coopers.
	1	1	21	Female employment.
	2	2	60	Glass trades.
	1	1	6	Engineering and cognate trades.
	1	1	9	Silver working.
	1	1	5	Tin plate makers up.
	2	2	18	Municipal employment.
	1	1	75	Printing and bookbinding.
	1	1	800	Jute manufacture.
	4	4	133	Public carriages.
	1	1	14	Carmen and carters.
	1	1	35	Dock and waterside labour.
	47	42	2,635	
Middlesex -	1	1	271	Engineering and cognate trades.
Monmouthshire -	1	1	3	Plasterers.
	1	1	1,142	Iron and steel manufacture.
	2	2	907	Shipbuilding.
	2	2	622	Tin plate working.
	11	11	19,960	Coal mining.
	1	1	14	Dock and waterside labour.
	18	18	22,648	
Norfolk -	3	3	53	Bricklaying.
	1	1	130	Painters and decorators.
	2	2	700	Boot and shoe manufacture.
	12	12	140	Labour (agricultural and general unskilled).
	1	1	12	Shipbuilding.
	19	19	1,035	
Northamptonshire	4	4	155	Boot and shoe manufacture.
Northumberland -	1	1	10	Brush-making.
	6	6	1,492	Shipbuilding.
	7	7	1,502	

County.	No. of Disputes.	No. of Disputes in which the Number of Persons affected is known.	No. of Persons affected by Disputes shown in previous column.	Trades affected.
ENGLAND—*cont.*				
Nottinghamshire -	1	1	15	Carpenters and joiners.
	1	1	9	Plumbers.
	1	1	12	Builders (generally).
	1	1	20	Cigar, &c., trades.
	1	1	10	Hosiery.
	1	1	4	Tailoring.
	1	1	28	Tin plate makers up.
	1	1	280	Coal mining.
	2	2	37	Lace manufacture.
	10	10	415	
Oxfordshire -	1	1	100	Bricklaying.
Somersetshire -	1	1	70	Bricklaying.
	1	1	10	Brick-making.
	2	2	65	Carpenters and joiners.
	1	1	9	Stonemasons.
	1	1	7	Printing and bookbinding.
	6	6	161	
Staffordshire -	1	1	200	Bakers.
	2	2	31	Bricklaying.
	2	2	215	Boot and shoe manufacture.
	1	1	400	Iron and steel manufacture.
	1	1	30	Engineering and cognate trades.
	6	5	1,067	Chain making.
	1	1	7	Cutlery, &c., manufacture.
	1	1	330	Rivet making.
	1	1	7	Tube manufacture.
	2	2	650	Coal mining.
	1	1	64	Pottery trades.
	1	—	—	Saddle and harness trades.
	20	18	3,001	
Suffolk - -	2	2	185	Public works construction and maintenance.
	1	1	4	Labour (agricultural and general unskilled).
	3	3	189	
Surrey - -	1	1	76	Carpenters and joiners.
	1	1	56	Boot and shoe manufacture.
	2	2	132	
Warwickshire -	4	4	310	Bricklaying.
	1	1	17	Brick-making.
	1	1	20	Carpenters and joiners.
	2	2	16	Cabinet making.
	1	1	34	Brass working.
	1	1	28	Cutlery, &c. manufacture.
	1	1	13	File making.
	1	1	146	Tube manufacture.
	1	1	11	Millers.
	13	13	595	

County.	No. of Disputes.	No. of Disputes in which the Number of Persons affected is known.	No. of Persons affected by Disputes shown in previous column.	Trades affected.
ENGLAND—*cont.*				
Wiltshire	1	1	250	Woollen and worsted manufacture.
	1	1	7	Carmen and carters.
	2	2	257	
Worcestershire	2	2	105	Bricklaying.
	1	1	200	Chemicals and explosives workers.
	1	1	10	Iron and steel manufacture.
	1	1	115	Stove grate working.
	5	5	430	
Yorkshire	4	4	177	Bricklaying.
	6	6	629	Carpenters and joiners.
	1	1	53	Plasterers.
	4	4	257	Plumbers.
	9	8	271	Stonemasons.
	3	3	40	Builders (generally).
	7	7	69	Cabinet making.
	2	2	110	Boot and shoe manufacture.
	1	1	23	Hat and cap manufacture.
	1	1	5	Hosiery manufacture.
	4	4	96	Tailoring.
	1	1	5	Coachbuilding.
	1	1	5	Coopers.
	2	2	207	Glass trades.
	1	1	14	Leather, &c. trades.
	1	1	540	Iron and steel manufacture.
	4	4	665	Engineering and cognate trades.
	4	4	558	Shipbuilding.
	1	1	14	Bedstead making.
	4	4	152	Brass working.
	1	1	22	Cutlery, &c. manufacture.
	26	26	11,543	Coal mining.
	2	2	7	Printing and bookbinding.
	2	2	405	Cotton manufacture.
	1	1	71	Fustian manufacture.
	1	1	23	Linen and flax manufacture.
	28	27	5,941	Woollen and worsted manufacture.
	4	4	224	Woollen and worsted dyers.
	2	2	50	Textile machinery manufacture.
	2	2	38	Theatrical and music hall operatives.
	1	1	14	Public carriages.
	1	1	24	Seafaring.
	2	2	226	Dock and waterside labour.
	134	132	22,478	
Isle of Man	1	1	96	Painters and decorators.
DISPUTES EXTENDING OVER MORE THAN ONE COUNTY—				
England generally	1	1	46,000	Boot and shoe manufacture.
Staffordshire and Worcestershire.	1	1	240	Iron and steel manufacture.

County.	No. of Disputes.	No. of Disputes in which the Number of Persons affected is known.	No. of Persons affected by Disputes shown in previous column.	Trades affected.
ENGLAND—*cont.*				
Suffolk and Essex	1	1	42	Bricklaying.
	1	1	130	Carpenters and joiners.
	2	2	172	
Warwickshire and Worcestershire.	2	2	260	Vice making.
WALES:—				
Carmarthenshire -	3	3	720	Tin plate working.
	1	1	72	Coal mining.
	4	4	792	
Carnarvonshire -	2	2	276	Quarrying and sett making.
Flintshire -	3	3	876	Coal mining.
Glamorganshire -	2	2	624	Carpenters and joiners.
	2	2	74	Stonemasons.
	4	3	243	Iron and steel manufacture.
	6	6	642	Engineering and cognate trades.
	2	2	142	Shipbuilding.
	13	12	2,629	Tin plate working.
	20	20	14,241	Coal mining.
	1	1	7	Printing and bookbinding.
	1	1	28	Railway workers.
	51	49	18,630	
Merionethshire -	1	—	—	Railway workers.
SCOTLAND:—				
Aberdeenshire -	1	1	4	Painters and decorators.
	1	1	200	Plasterers.
	1	1	30	Cigar, &c. trades.
	2	2	39	Engineering and cognate trades.
	3	3	168	Shipbuilding.
	1	1	17	Paper and stationery manufacture.
	9	9	458	
Argyleshire -	2	2	35	Carpenters and joiners.
Ayrshire - -	1	1	3	Plasterers.
	1	—	—	Iron and steel manufacture
	1	1	37	Shipbuilding.
	2	2	81	Coal mining.
	1	1	20	Fireclay mining.
	2	2	365	Iron mining.
	8	7	506	
Buteshire - -	1	1	18	Stonemasons.

County.	No. of Disputes.	No. of Disputes in which the Number of Persons affected is known.	No. of Persons affected by Disputes shown in previous column.	Trades affected.
SCOTLAND—*cont.*				
Dumbartonshire -	1	1	22	Carpenters and joiners.
	1	1	766	Engineering and cognate trades.
	1	1	208	Shipbuilding.
	1	1	44	Quarrying and sett making.
	4	4	1,040	
Dumfriesshire -	1	1	60	Stonemasons.
	1	1	7	Quarrying and sett making.
	2	2	67	
Edinburghshire -	1	1	25	Plumbers.
	3	3	85	Engineering and cognate trades.
	6	6	582	Shipbuilding.
	2	2	734	Coal mining.
	1	1	3	Printing and bookbinding.
	13	13	1,429	
Fifeshire -	1	1	40	Shipbuilding.
	3	3	1,060	Coal mining.
	3	3	52	Quarrying and sett making.
	7	7	1,152	
Forfarshire -	1	1	4	Bakers.
	3	3	372	Carpenters and joiners.
	1	1	220	Painters and decorators.
	1	1	3	Plasterers.
	1	1	9	Public works construction and maintenance.
	1	1	275	Stonemasons.
	1	1	8	Cigar, &c. trades.
	3	3	53	Engineering and cognate trades.
	2	2	263	Shipbuilding.
	10	10	33,791	Jute manufacture.
	1	1	15	Carpet manufacture.
	1	—	—	Textile machinery manufacture.
	26	25	35,013	
Haddingtonshire	5	5	822	Coal mining.
Inverness-shire -	1	1	20	Plasterers.
	1	1	22	Public works construction and maintenance.
	1	—	—	Dock and waterside labour.
	3	2	42	
Kirkcudbrightshire.	1	1	13	Quarrying and sett making.
Lanarkshire -	1	1	25	Bricklaying.
	3	3	108	Carpenters and joiners.
	1	1	22	Stonemasons.
	1	1	1,500	Cabinet making.
	2	2	272	Cigar, &c., trades.
	1	1	367	Boot and shoe manufacture.
	2	2	29	Tailoring.
	1	1	50	Female employment.
	1	1	100	Leather, &c., trades.
	6	6	870	Iron and steel manufacture.

County.	No. of Disputes.	No. of Disputes in which the Number of Persons affected is known.	No. of Persons affected by Disputes shown in previous column.	Trades affected.
SCOTLAND—*cont.*				
Lanarkshire—*cont.*				
	4	3	205	Engineering and cognate trades.
	4	3	356	Shipbuilding.
	1	1	23	Stove grate working.
	29	29	10,370	Coal mining.
	1	1	14	Municipal employment.
	1	1	6	Printing and bookbinding.
	1	1	83	Jute manufacture.
	1	1	54	Seafaring.
	1	1	50	Dock and waterside labour.
	62	60	14,504	
Linlithgowshire -	12	10	943	Coal mining.
Peeblesshire -	1	1	35	Tailoring.
Perthshire -	2	2	22	Carpenters and joiners.
	1	1	30	Plasterers.
	1	1	5	Stonemasons.
	4	4	57	
Renfrewshire -	1	1	9	Carpenters and joiners.
	1	1	50	Plumbers.
	1	1	4	Stonemasons.
	2	2	25	Leather, &c. trades.
	4	3	110	Engineering and shipbuilding.
	1	1	100	Coal mining.
	1	1	26	Fireclay mining.
	11	10	324	
Stirlingshire -	3	3	310	Carpenters and joiners.
	1	1	25	Plasterers.
	2	2	63	Plumbers.
	1	1	35	Slaters.
	1	1	60	Stonemasons.
	1	1	100	Builders (generally).
	2	2	79	Stove grate working.
	4	4	360	Coal mining.
	15	15	1,032	
DISPUTES EXTENDING OVER MORE THAN ONE COUNTY— Dumbartonshire, Lanarkshire, and Renfrewshire.	2	2	5,280	Engineering and cognate trades.
IRELAND :—				
Antrim - -	1	1	26	Bakers.
	1	1	9	Sawyers.
	2	1	2	Cabinet making.
	1	1	160	Boot and shoe manufacture.
	1	1	19	Tailoring.
	2	2	5,830	Engineering and cognate trades.
	5	5	1,048	Shipbuilding.
	1	1	100	Quarrying and sett making.

County.	No. of Disputes.	No. of Disputes in which the Number of Persons affected is known.	No. of Persons affected by Disputes shown in previous column.	Trades affected.
IRELAND—*cont.*				
Antrim—*cont.*	1	1	156	Paper and stationery manufacture.
	5	5	206	Linen and flax manufacture.
	20	19	7,556	
Cork - -	1	1	150	Butchers.
	1	1	6	Cabinet making.
	1	1	18	Coopers.
	1	1	17	Engineering and cognate trades.
	2	2	17	Shipbuilding.
	6	6	208	
Down - -	2	2	731	Linen and flax manufacture.
Dublin - -	1	1	15	Painters and decorators.
	1	1	7	Plasterers.
	1	1	25	Stonemasons.
	1	1	20	Coach building.
	1	1	88	Glass trades.
	2	2	22	Printing and bookbinding.
	1	1	44	Dock and waterside labour.
	8	8	221	
Kerry - -	1	1	6	Printing and bookbinding.
Kilkenny -	1	1	5	Carpenters and joiners.
Limerick -	1	1	4	Bakers.
	1	1	50	Builders (generally).
	1	1	550	Tailoring.
	2	2	2,430	Dock and waterside labour.
	5	5	3,034	
Louth - -	1	1	50	Carpenters and joiners.
Sligo - -	1	1	3	Bakers.
Wicklow - -	1	1	31	Carpenters and joiners.
	1	1	200	Chemicals and explosives workers.
	2	2	231	
DISPUTES EXTENDING OVER MORE THAN ONE DIVISION OF THE KINGDOM— North and South Wales and Monmouthshire.	1	1	9,000	Tin-plate working.
Yorkshire, Aberdeenshire, and Stirlingshire.	1	1	600	Carpet manufacture.

Summaries of this Table appear on p. 46.

APPENDIX II.

CONCILIATION AND ARBITRATION.

I.—SUMMARY OF WORK OF TRADE BOARDS.

(*a.*) MINING.

Miners' Conciliation Board for the Federated Districts.—This Board held only one informal meeting during 1895, viz., on April 4th, for the purpose of receiving a report of the changes in the membership of the Board.

Northumberland Coal Trade Conciliation Board.—This Board meets quarterly for the purpose of revision of the county rates of wages. At the meetings the accountants' ascertainment of the average selling price of coal during three months is read, and forms the basis of the discussion of the wages for the ensuing quarter. It is customary for the wages of underground workers to be altered by multiples of 1¼ per cent. on the standard of November 1879, and for the wages of surface workers to be altered by the corresponding multiple of 1 per cent. on the 1879 standard.

Four meetings of the Board were held during 1895, on January 5th, April 6th, July 20th, and October 5th. Reductions were agreed upon as follows:—At the first meeting, 1¼ per cent. for underground workers, and 1 per cent. for surface workers; at the second meeting 6¼ per cent. for underground workers, and 5 per cent. for surface workers; at the third meeting, no change (no proposal for a change having been made by either side); at the fourth meeting 2½ per cent. for underground workers, 2 per cent. for surface workers. The total effect of these changes was a reduction of 10 per cent. off the wages of underground workers, and 8 per cent. off the wages of surface workers, leaving the wages of these two classes at 7½ per cent. and 6 per cent. respectively above the standard of November 1879. The decisions of the Board were in every case unanimous.

Northumberland Coal Trade Joint Committee.—The cases settled by this Committee are such as are not considered to involve county questions, over which the Committee has no jurisdiction. The cases for the most part consist in fixing the prices to be paid for working a new seam, or altering the prices for a particular seam on account of alterations in the character of the coal worked, or the manner of working it. The minutes of two meetings are printed as specimens on page 242. The following is a brief summary of the work of the Committee in 1895.

Six meetings of the Joint Committee were held during 1895, to deal with 44 cases affecting miners, and two meetings to consider one case affecting mechanics. These 45 cases affected 20 separate districts. Thirty-seven were presented by the men, six by the owners, and two by the men and owners jointly.

Cases withdrawn.—Of these cases 11 were withdrawn, of which 10 were presented by the men and one by the owners and men jointly. Of these two were simply withdrawn, four moved off the Board, one referred to arbitration, the references having afterwards been withdrawn, one in which there was equal voting and no decision, and three which though not definitely referred to in the minutes as withdrawn are nowhere mentioned as settled.

Cases settled.—Twenty-five cases were settled by the Board, of which 19 were presented by the men, five by the owners, and one by the owners and men jointly.

Cases referred.—Nine cases were referred to arbitration, of which eight were presented by the men and one by the owners.

The following table summarises the above figures:—

Settlement of Cases.	No. of Cases.			Totals.	Totals for 1894.
	Submitted by Men.	Submitted by Owners.	Submitted by Owners and Men jointly.		
Cases withdrawn	10	—	1	11	*23*
Cases settled by the Board	19	5	1	25	*26*
Cases referred to arbitration	8	1	—	9	*12*
Total number of cases brought before the Board	37	6	2	45	*61*
Totals for 1894	*43*	*14*	*4*	*61*	—

Procedure.—At the meeting on January 12th, the following resolution was passed. "The Joint "Committee recommend that agreements settling cases should be confirmed by this Committee and "recorded on the minutes."

Board of Conciliation for the Durham Coal Trade.—The rules of this Board were signed on February 18th, 1895. They are printed on page 250. The Board deals with county questions, including the revision, from time to time, of the county rate of wages. This revision does not, as in the case of the Northumberland Conciliation Board, take place quarterly, but whenever application is made by the owners or men. Two such applications for a reduction were made by the owners during 1895, and in both cases were referred to the umpire of the Board, the Right Hon. Lord Davey. Reductions of 7½ per cent. and 2½ per cent. were awarded by the umpire, to take effect in the one case with the pays commencing on May 6th and 13th, and in the other case with the pays commencing on October 7th and 14th. The decisions of the Board apply directly to 45 firms employing about 80,000 men and boys. The secretary, however, writes with reference to these reductions, "The whole of the colliery workmen of the county numbering about 100,000 are affected by this "decision. Non-members, as well as members of the Owners' Association follow the decisions of the "Board on general wages questions."

In all 13 meetings of the full Board, and five of special committees were held during 1895, and 14 questions other than the two reductions of wages above referred to were considered by the Board. Of these three were withdrawn and one referred to the Joint Committee; five were settled by the Board, and one, viz., the question of the basis rate of winding enginemen, referred to the umpire. The remaining four were still in May last under consideration.

Durham Coal Trade Joint Committee.—This Committee deals with cases of a similar nature to those dealt with by the Northumberland Joint Committee. During 1895, 24 meetings were held, and 701 cases dealt with. The following is a comparison of the number of cases brought before the Board in recent years:—

Year.	Submitted by		Totals.
	Men.	Owners.	
1882–89, average - -	412	262	674
1890–91 „ - -	722	416	1,138
1892* „ - -	187	93	280
1893 - - - -	487	202	689
1894 - - -	578	183	761
1895 - - -	513	188	701
Average - -	465	257	721

* Only six meetings of the Joint Committee were held owing to the county strike.

The following rule has been adopted:—

"*Reports.*—In future when referees cannot agree upon a joint report, they should send in separate reports, showing clearly where they are unable to agree."

The following table gives details as to the settlement of the 701 cases:—

Districts, &c.	No. of Meetings.	No. of Claims and Agreements.			Cases settled by Agreements.	Otherwise settled.	Withdrawn or passed over.	Decided by the Committee.	Not considered, being Cases not within Jurisdiction.	Referred.		Number of	
		Men.	Owners.	Totals.						Arbitration.	Report.	Arbitrations.	Reports.
Miners:													
Auckland -	8	160	65	225	49	25	55	61	4	24	7	19	7
East - -	8	212	83	295	48	42	73	98	4	15	15	15	13
North - -	8	87	33	120	40	7	24	30	2	13	4	10	4
Totals -	24	459	181	640	137	74	152	189	10	52	26	44	24
Cokemen - -	(8)	39	7	46	—	—	28	7	9*	2	—	2	—
Enginemen - -	(7)	8	—	8	—	—	4	3	1	—	—	—	—
Mechanics -	(2)	7	—	7	—	—	3	3	1	—	—	—	—
Totals - -	24	513	188	701	137	74	187	202	21	54	26	46	24
Totals for 1895 -	*25*	*578*	*183*	*761*	*152*	*73*	*242*	*205*	*13*	*43*	*33*	*37*	*29*

South and West Yorkshire Joint Committees.—As stated in the Report on Strikes and Lock-outs of 1894, these Committees are of an informal character without signed rules. The Department has received particulars of five cases referred to the West Yorkshire Committee, of which three were ultimately dealt with by action outside the Committee. Of the remaining cases one was settled by a Sub-Committee. The other was a strike at a colliery near Bradford (No. 608). The men asked for 3*s.* 10½*d.* per ton, and the owners offered 3*s.* 6¾*d.* Seventeen men struck, and the matter was laid before the Joint Committee, who decided that 3*s.* 8*d.* per ton should be paid. One other dispute, which commenced in 1895, was also settled by reference to arbitration. As, however, this dispute was really one arising out of a case first dealt with during 1894, it was referred to and included in the tables of the Report on Strikes and Lock-outs of 1894. Particulars have also been

received of five cases referred to the South Yorkshire Committee, all of which were dealt with by Sub-Committees, the final settlement of one of the cases, however, being due to the action of the full Committee, nearly a year after the first reference.

Board of Conciliation for Mid and East Lothian.—No cases were dealt with by the Board during 1895. The Board is only competent to decide questions submitted to it by both parties.

Joint Committee of Cleveland Mine-owners and Miners.—Only one meeting was held during 1895, on December 23rd. Seven cases came up for discussion of which one was referred back to the men, it being decided that it was a matter for the Owners' Association and not for the Joint Committee to deal with. One claim for an advance was referred to four referees. The remaining five questions were settled by the Joint Committee. In one of these the question of the jurisdiction of the Joint Committee was raised as follows:—

Since August the men at a certain mine who were called upon to work fours with hand ratchets had been paid at the rate of 1*d.* per ton, this being the result of a settlement, before which ½*d.* per ton only had been paid. The men now claimed at the rate of ½*d.* per ton arrears for 1,388 tons got before the settlement, alleging that 1*d.* per ton was the usual rate for this work. The question of the rate for this or any other mine had never been before either the Joint Committee or the Owners, Association, and the owners' representatives on the Joint Committee now said that if the claim were one to fix definitely the price of the work it would have to be put before the Owners' Association "as a district question." It was finally settled that the amount asked for should be paid, the men's representatives acknowledging that the question of the price to be paid for the work as such had not been prejudged but "may be raised hereafter as a district question."

South Staffordshire and East Worcestershire Coal and Ironstone Miners' Wages Board.—This Board held no meetings and dealt with no cases during 1895.

Monmouthshire and South Wales Sliding Scale Joint Committee.—Particulars have been received of five cases referred to this Committee in 1895, in all of which the matters in dispute led to a strike. Of these two—a dispute at New Tredegar (608 of 1894) with regard to cutting prices in a new seam involving 150 persons, and a strike of 61 timbermen at Aberdare (755 of 1894) for an advance in wages, indirectly affecting 111 other persons—were strikes commencing in 1894 but not settled until 1895. The first of these was referred by the Committee to Arbitration. Of the remaining three disputes, one was a demand on the part of the screenmen at a pit at Ebbw Vale (No. 630), for an advance in wages, the second being the stoppage of the whole of the company's pits (No. 631) in sympathy with the men in this dispute. These two disputes affected 3,400 persons. In a third case a strike of 1,000 hewers near Pontypridd (No. 565) for an allowance on account of increased thickness of clod between the seams was referred to two members of the sliding scale committee. These representatives, however, failed to arrange a basis of settlement, and the men continued to work without extra remuneration.

(*b.*) Iron and Steel Manufacture.

Cleveland Ironmasters and Blast-furnacemen's Joint Committee.—Two meetings were held during 1895, and 14 questions brought before the Board. Of these three were withdrawn or referred back, two settled by the Board, and nine referred to Arbitration. The secretary writes:—"One meeting was held in April 1895, and one in December 1895. The business of the last "meeting is really not all disposed of at the present time (March 19th, 1896). It is only of minor "importance, such as adding a man here and there to perform certain duties."

West Cumberland Ironmasters and Blast-furnacemen's Joint Committee.—This Committee held five meetings, and dealt with and settled eight cases during 1895, without recourse to arbitrators or an umpire. Among the questions settled may be mentioned a decision "that "stovemen, hoist-enginemen, and weighmen go on 12 hours' day (instead of eight)."

Midland Iron and Steel Wages Board.—Selections from the report of this Board will be found printed on page 243. One meeting of the full Board was held, four of the Standing Committee (in whose hands the effective work of the Board largely rests), one of the Standing Committee and Sheet Mill Wages Committee, five of the Sub-Committee, and two of the Sheet Mill Wages Committee. The powers of the last-mentioned Committee were enlarged by the following resolution of the Standing Committee:—

"That the powers of the Sheet Mill Wages Committee be and are hereby enlarged, for the purpose of reconsidering the schedule of Sheet Mill wages and all questions relating thereto."

One of the functions of the Board is to receive the accountants' certificates, on which the changes in rates of wages for puddlers under the sliding scale are based. This rate remained unchanged throughout the year. Inasmuch as the wages in general rise or fall automatically, these bi-monthly adjustments of wages are not usually to be classed under the head of conciliatory settlements. In two cases, however, during 1895, the certificates would have given a reduction of 3*d.* per ton, but it was decided not to enforce the reduction.

In addition Works' Disputes may be referred to the Board for settlement. With reference to these the report states:—"Only two have been referred to the Standing Committee during the year, a

"third application being merely for a decision of the Committee by which both sides agreed to be "bound."

Board of Conciliation and Arbitration for the Manufactured Iron and Steel Trade of the North of England.—This Board held two full meetings during 1895, in addition to ten meetings of the Standing Committee, and four of special committees. Seven cases were dealt with. Five firms are members of the Board, and an average number of 3,313 operative members were subscribers during the first half-year, and 3,866 during the second half-year. The rate of levy to meet the expenses of the Board was reduced during the year to ½*d.* per man per week. Extracts from the report, presented at the meeting of the Board, on January 30th, 1896, will be found on page 245.

Board of Conciliation for the Ironfounding Industry of the North-East Coast.—This Board held no meetings and dealt with no cases during 1895.

West of Scotland Steel Trade Conciliation Board.—Eight meetings were held of the ordinary full Board, and six of special Committees. Six cases were brought before the Board, three of which were ultimately withdrawn, the remaining three cases being settled by the Board or Committees. The most important decision of the Board was that giving a reduction of 5 per cent. in the wages of all men earning 30*s.* per week and over. This decision affected about 500 men, and the change took effect from March 18th.

In a second case the workpeople requested a general stoppage of work on Saturdays at 1 o'clock. After inquiry and discussion it was agreed that no change should be made in the existing practice. The third case was a re-arrangement of wages in a single department of one works.

(*c.*) Other Metal Trades.

South Staffordshire Bolt and Nut Trade Board.—This Board held six meetings during 1895. With reference to the work of the Board, the employers' secretary writes:—"No specific "cases have been dealt with by the Board. The question of the lower rate of wages paid by firms "not connected with the Board has been discussed, but no definite action has been taken by the "Board, though the workmen's delegates say that they have prevailed on some of these outside "employers to raise their wages."

Bedstead Trade Wages Board.—Under the terms of the alliance in this trade, the bonus on wages, which stood at the beginning of the year at 20 per cent. (*i.e.* at 20 per cent. above the old list prices), was increased during 1895 to 25 per cent. The advance dated from November 1st, and affected about 2,750 persons.

(*d.*) Shipbuilding and Marine Engineering.

Wear Shipbuilding Conciliation Board.—Four trades are affiliated to this Board, viz., shipwrights, joiners, drillers, and painters. The boilermakers and iron shipbuilders have since 1894 had a separate conciliatory arrangement applying to the Tyne, Wear, and Tees. During 1895 no radical change was made in the constitution of the Board, and no change of wages took place. "It was, therefore," writes the secretary, "only found necessary to put the machinery of the Board into "operation for one question—that of length of winter dinner-time, raised by the joiners. This "question was decided early this year (1896) by an arbitration or reference, in which five minutes "extra time, making it fifty minutes, from February to October, was awarded to the men."

North-East Coast of England Marine Engineers' Conciliation Board.—Three meetings were held during 1895, and one question discussed. A proposal was made by the engineers for certain changes in the wages scale and conditions. At the last meeting of the Board, however, on November 11th, the proposal was withdrawn in view of an effort that was being made to extend the scope of the Board to other rivers.

Tyne, Wear, and Tees Joint Committees.—These Committees were established by an agreement between the Boilermakers and Iron Shipbuilders' Society, and the Tyne, Wear, Tees, and Hartlepool Shipbuilders, printed in the Report on Strikes and Lock-outs of 1894, page 294. During 1895, the Tyne Committee was not called together. The Tees Committee met for the first time on December 24th, and settled a dispute *re* deck plating at one of the Hartlepool yards. The Wear Committee adjusted some piece rates during the year.

Tyne Shipwrights, Joiners, and Employers' Standing Committee.—This Committee was constituted for the settlement of disputed points with regard to the demarcation of work between shipwrights and ship joiners. The rules were signed on October 20th 1893. As in the Clyde Committee, there are an equal number of representatives of employers, shipwrights, and joiners. During 1895 six meetings were held, and 14 cases satisfactorily disposed of. In three cases the whole of the work was given to shipwrights, and in six cases the whole was given to joiners, in four cases the work was apportioned between them. In the remaining case it was decided that the work (the laying of corticene on torpedo destroyers) was of a peculiarly difficult nature, quite separate from woodwork, and that the managers in each yard should put on such men as they thought best fitted to execute the job satisfactorily.

In one of the cases settled the shipwrights to the number of 175 had already come out on strike (No. 438) against certain portions of the work being given to joiners. Pending the settlement the shipwrights returned to work, the work in dispute being withdrawn. The Joint Committee apportioned the work between them.

Clyde Standing Committee for the Demarcation of Work.—This Committee deals with questions of a similar nature to those dealt with by the Committee on the Tyne. The rules are printed on page 252. The Department possesses particulars of the cases dealt with at meetings held between March 28th, and November 11th. During this period nine meetings were held, and 27 cases dealt with. In one case the Committee had no jurisdiction, the firm affected not being a member of the Employers' Association. Of the remaining 26 classes of work dealt with, 8 were given to the shipwrights, 12 to the joiners, and 6 apportioned between the two. The following particulars relate to a strike on a question of demarcation of work which was settled by this Committee. On March 16th 76 shipwrights at Govan struck (No. 414) against the "cleaing of an iron casing" in the cargo or cattle space being given by a manager to the joiners, in alleged contravention of an existing list of work. At the employers' instance a meeting of the Standing Committee was held on March 28th, but the case was postponed until the men should return to work. This they agreed to do, and work was resumed on April 1st. At a meeting on April 5th the Committee decided that the work belonged to the shipwrights.

(*e.*) Boot and Shoe Trade.

Of the Boards treated of below, the Kingswood Board ceased to exist at the end of 1894, and the other Boards (with the exception of the Boards at Norwich and in the East of Scotland) at the time of the boot and shoe dispute. They were, however, reconstituted by the terms of settlement of that dispute (*see* p. 23), and a special Committee was formed for the purpose of drafting rules, subject to local amendments, for the conduct of the various Boards so reconstituted. These draft rules are printed on p. 252. Pending the completion of the revision of rules it was provided that the old rules should remain in force, but "only questions of classification and other "minor local questions not involving matters of principle to be entertained in the meantime," with the exception of certain questions, of which notice had already been given. (Terms of settlement, section 4.) The National Conference formerly existing was not reconstituted by the terms of settlement.

Birmingham.—During 1895 the Board held five meetings and settled five cases, without submitting any to umpires. The secretary of the Birmingham branch of the National Union of Boot and Shoe Operatives writes: "Our Board work in Birmingham is very light; in most cases settlements are effected by interviews."

Bristol.—Five meetings were held during 1895. One case was settled by the umpire. The most important decision of the Board was the raising of the minimum rate of wages of machine lasters and finishers from 26*s.* to 28*s.* per week. The change affected about 400 persons, and took effect from May 1st, 1895.

East of Scotland.—This Board held seven meetings during 1895, in addition to one special Committee meeting. Thirty-seven cases came before the Board, of which 20 were cases of classification. Of these 37 cases, 11 were withdrawn or referred back, 19 settled by the Board or Committee, and seven referred to arbitrators or umpire.

Hinckley.—The full Board held one meeting and special Committees three meetings during 1895. Three cases of classification were brought before the Board, and dealt with without reference to arbitrators or umpire.

Kettering.—The No. II. Board which deals with questions affecting clickers and pressmen held no meetings during 1895. The No. I. Board held five meetings. The secretary writes: "The cases "dealt with during 1895 were minor cases and of very small importance, and only amounted to five "in all. Three of these were settled by the Board; one was withdrawn; and the remaining one the "Board had no jurisdiction over."

Kingswood.—Four meetings were held in 1895, the principal business being the consideration of the light statement for the district.

Leeds.—The Board held four meetings during 1895, in addition to one meeting of a Committee. Thirteen questions were discussed, of which two were withdrawn or referred back and 10 settled by the Board. The remaining question was the fixing of a minimum wage for operatives working with lasting and finishing machinery. This was referred to the arbitration of Mr. T. R. Leuty, M.P., who awarded the full amount claimed by the men. According to the report of the Leeds Boot and Shoe Manufacturers' Association, "The Board's authority has been required to enforce the arrangements "for indoor working in but two instances; this indicates that indoor working has been generally "adopted."

Leicester.—During 1895, the full Board held four meetings, and the Committee of Inquiry 13. Twenty-one cases were brought before the Board, of which five were withdrawn, referred back or otherwise remained unsettled, 15 were settled by the Board or Committee, and one was referred to arbitration.

The last-mentioned case was a request on the part of the men for an advance in the minimum wages of clickers and pressmen. The Board being unable to agree, two referees were nominated (one by each side) who on July 6th issued a joint award. This award fixes the minimum wages of clickers at 28*s.* a week, and that of pressmen at 25*s.* a week, being an advance of 2*s.* a week in each case. The higher rates were to come into operation on January 1st, 1896, and to be continued for two years from that date.

London.—In London the National Union of Boot and Shoe Operatives is connected with two Boards, dealing with questions affecting lasters and finishers, and clickers and pressmen respectively. The Amalgamated Society of Boot and Shoe Makers is connected with a third Board, dealing with the "sew-round" trade.

(1.) *Machine-sewn Board (Lasters and Finishers.)*—This Board held four meetings during 1895, of which one was previous to and three subsequent to the settlement of the boot and shoe dispute. The Committee of Inquiry in connection with the Board held nine meetings, including two previous to the settlement of the dispute.

Altogether 32 cases were discussed by the Board, of which the greater number involved questions of classification or deductions. Ten of these cases appear to have been either withdrawn or allowed to drop, 20 to have been settled by the Board or Committee of Inquiry, and the remaining two to have been referred to arbitration. The award of the arbitrators in these two cases, which had reference to a deduction for heeling and the classification of box calf, had not been given by the middle of 1896.

Reference was made in the Report on Strikes and Lock-outs of 1895 to a proposal for the establishment of a minimum wage for operatives working in conjunction with lasting and finishing machinery. The whole question, both of the desirability of fixing a minimum wage, and of its amount if fixed, was referred on January 7th, 1895, to arbitration. The arbitrator, Sir P. Manfield, gave his award on February 24th, 1896, the substance of the award being that it was impossible to fix such a minimum.

In three cases during the year complaint was made that a firm was giving work to outside lasters and finishers. In one case the matter was dropped on its being learnt that the firm was no longer a member of the Manufacturers' Association, and in the other two cases the firms ceased to be members in consequence of the representations of the Board.

One of the most interesting questions discussed during the year had reference to the right of manufacturers, who were paying to the first and second class statements, to have other work made in accordance with the London Uniform Statement. The names of six firms were mentioned in connection with this question. It has in general been understood, as explained in the Report on Standard Piece Rates [C. 7567–1] that the three statements correspond to three classes of manufacturers, the uniform statement being applicable to the great majority of firms. The question was therefore one of considerable importance. It was contended on the operatives' side of the Board that this was an attempt to break down the old principle of "no reduction in wages," which had been affirmed in the settlement of 1890. On the other hand the chairman was of opinion that the principle was affected by the Board of Trade settlement of 1895, under which alone the Conciliation Board was now working. At the suggestion of the chairman the discussion of the question was adjourned until the new rules should have been considered, in accordance with section 4 of the settlement.

(2.) *Clickers and Pressmen's Board.*—This Board held six meetings during 1895, of which two were previous to the settlement of the boot and shoe dispute. The Committee of Inquiry held five meetings, of which one was previous to the settlement.

Altogether 16 cases were discussed, the majority of these being in the form of complaints against employers for not conforming to previous decisions of the Board with regard to minimum wages, hours, and notice. In seven cases proposals were withdrawn, or questions otherwise remained unsettled; the remaining nine cases were disposed of by the Board.

An important question arose with regard to the interpretation of the minimum wage. A firm reported to be paying less than the minimum rate (30*s.*) for clickers replied that payment was being made at the rate of 30*s.* for 54 hours, which had been fixed as a week's work, but that in the case complained of less than this number of hours was being worked. No decision of the Board had been arrived at by the middle of 1896.

A question of jurisdiction that arose during the year is also of some importance. A complaint was made that a St. Albans firm was paying less than the minimum London rate. The chairman, however, ruled that the Board as such had no jurisdiction over St. Albans, but that if a dispute arose it would be one between the National Union and the Manufacturers' Federation, which might then be referred to the Board at London as the nearest centre where a Board existed.

(3.) *Sew-round Board.*—This Board held a meeting on February 13th, and again after the settlement of the boot and shoe dispute on August 20th. At the latter meeting some discussion arose as to the insertion in the minutes of the Board of Trade terms of settlement. It was pointed out by the workmen that their Union had not been involved in the recent dispute, and that the Board could not in any sense be said to be constituted by the settlement. Accordingly a meeting of operatives was held on January 28th, 1896, for the purpose of reconstituting the Board. No new cases were discussed by the Board during the year.

Northampton.—In this town there are three sectional Boards, viz., that for men's work, which held seven meetings in 1895, that for women's work, which held eight meetings, and that for clickers and pressmen, which held one meeting. The full Board held three meetings to deal with matters referred from the sectional Boards. There are no Committees of Inquiry.

In all 163 cases or questions came before the Boards, of which 99 only involved classification of samples or materials. Of these 99 cases, two were withdrawn or referred back, 75 settled by the Boards, 20 referred to arbitrators or umpire, and two were still outstanding at the end of the year. Of the remaining 64 cases, seven were withdrawn or referred back, 34 settled by the Boards, 18 referred to arbitrators or umpire, and five still outstanding at the end of the year.

Among the questions referred to arbitration, and ultimately to a single umpire, was that of the minimum wage to clickers and finishers.

Norwich.—Twelve meetings were held during the period from February 25th, 1895, to January 27th, 1896, viz., 11 monthly meetings and one meeting before the arbitrator. Fifty-two cases were dealt with, of which 50 only involved classification. Of these 50 cases four were withdrawn or referred back, and two adjourned and settled in the meanwhile, the remaining 44 being settled by the

Board. Of the two other cases one was settled by the Board, and one by an arbitrator appointed by the Board. The details of the last-mentioned case are as follows :—

A firm had given some work to a team of men in connection with a blocking or knocking-up press. The men contended that this machine was not of such a class as would justify the application of the team system. In the strike which ensued (No. 260) about 400 workpeople were involved. The Board being unable to agree, the matter was referred to the arbitration of Dr. E. Blyth. In his award he stated that the reference appeared to admit of only two questions for consideration, viz :—

"(1.) What is the *class* of machine, which, in the general acceptation of the term in the trade, is such a machine as would warrant working a team therewith?

"(2.) Does the blocking or knocking-up press used by Messrs. —— (the contrivance in dispute) fall within that class?"

Accordingly he gave his award in the following terms:—

"The people employed as a team by Messrs. —— are not working with a machine or machines in the general acceptation of that term in the trade, and such as would warrant them in working a team therewith."

Rushden, Higham Ferrers, and Irthlingborough.—This Board held no meetings during 1895.

(*f.*) Tailoring Trade.

The Committee at **Aberdeen** held four meetings during 1895. The secretary of the Aberdeen Branch of the Master Tailors' Association writes: "These meetings are principally for classifying "cloths, of which there are three classes paid at different rates per hour. Nineteen cloths were "classified by the Committee during 1895."

At **Manchester** one meeting was held and one question discussed. The secretary of the local branch of the Master Tailors' Association writes; "The workmen wished to be allowed to work at "second or third-class work at a reduced rate of pay, so that more society workmen could be "employed in the best class of firms, but after a meeting and some amount of correspondence they "decided to withdraw."

The Committee at **Liverpool** is no longer in existence.

(*g.*) Textile Trades.

Nottingham Lace Trade Conciliation Board.—The revised rules of this Board are printed on p. 253. Much of the work of the Board is performed by the sectional committees dealing with the three branches of the lace trade. These sectional committees held the following number of meetings during 1895:—Levers section, 21; curtain section, 4; plain net section, 1. The full Board held 15 meetings, and the Committee of Inquiry 13.

The following is an account of three important cases dealt with by the Board during the year :—

(1.) In February a question arose as to the particular list of prices under which a new or altered class of goods should be paid. The two lists proposed by the operatives and employers respectively gave rates differing by 4*d.* per rack. The Board, and also the two referees appointed by the two sides of the Board, being unable to agree, Mr. W. L. Hardstaff, J.P., local correspondent to the Board of Trade, was nominated "assessor" or umpire. The assessor gave his award against both claims, and suggested the arrangement of a new list of prices for the particular class of goods in question.

(2.) When lacemakers are engaged in changing patterns or preparing for fresh classes of goods, the work so done is paid by the day at the rate of 4*s.* daily for the first week, and 4*s.* 6*d.* daily afterwards. A difficulty arose over certain employers objecting to pay for a full day on Saturday, especially when the men commenced the alteration either on Friday or Saturday morning. The question was referred to Sir John Turney as assessor, who decided that Saturday should only be paid for as half a day, unless two other full days had previously been worked, in which case it should be paid for as a whole day. This decision came into operation on and after the first Saturday in October.

(3.) Mr. Robert Halford acting as "assessor" gave a decision against a general advance of wages which had been asked for in the plain net branch.

Joint Committee of Employers and Employed in the Weaving and Winding Industry of North-East Lancashire.—Five meetings were held during 1895, at all of which matters in dispute were discussed and arrangements arrived at. A strike at Blackburn was considered by this Committee and referred to arbitration. The strike was one of 180 weavers (No. 742) who objected to the action of an overlooker in discharging two of their number. Work was resumed pending the arbitration, the overlooker being in the meantime suspended. The award reinstated the overlooker and one of the two weavers.

Huddersfield Dyeing Trade Board of Conciliation.—This Board had no cases to consider during 1895.

Bradford Slubbing and Yarn Dyers' Board of Conciliation.—One case was brought before this Board during 1895, but was ultimately withdrawn.

Leicester Dyeing and Trimming Trades Boards of Conciliation.—These Boards are independent although in connection with the same association of employers. During 1895 the dyeing Board held two meetings and discussed a proposal for a general rise in wages. The Trimming Board held two meetings, in addition to two meetings of special committees. Two cases were discussed and dealt with by the Board, these being the fixing of prices for new goods considered not to be covered by the price list.

(*h.*) Printing Trades.

Neither the **Glasgow Letterpress Printers' Board of Conciliation** nor the **London Newspaper Compositors' Arbitration Board** had any questions to deal with during 1895

(*i.*) Pottery Trade.

Staffordshire Potteries Conciliation Board.—The following particulars of the work of this Board are given in the annual report of the Committee of the Staffordshire Potteries Manufacturers' Association:—

There has been a marked decrease in the number of appeals sent to the Board during the year Three only have been received, and these are accounted for as follows:

Particulars of Appeal.	Result.
1. An appeal by employers as to a dispute with their handlers	Settled partly by Committee, and by negotiation subsequently.
2. An appeal by hollow-ware pressers as to the price to be paid for making a new shaped cover dish and sauce tureen.	Not reported.
3. An appeal by a slipmaker as to notice of dismissal in consequence of his refusal to accept a reduction of wages in the middle of a trade year.	Notice withdrawn.

(*j.*) Building Trades.

Conciliation Boards for the building trades are stated to exist in the three following districts:—Bristol, Birmingham Potteries, and Newcastle. The following Boards for special trades are also believed to be still in existence:—Bath Carpenters and Joiners, Dundee Joiners, Dundee Masons, Edinburgh and Leith Slaters, Newcastle-upon-Tyne House Painters.

The Bristol Board held one meeting, but dealt with no questions during 1895. The two Boards at Dundee are the only Boards known to have actually settled cases during the year.

The **Dundee Masons' Conciliation Board** held six meetings for the discussion of two demands on the part of the operatives for an advance of ½*d.* per hour in the rate of wages, and for the limitation of apprentices to six for each employer, irrespective of the number of men employed. The advance was agreed to, and the other demand withdrawn.

The **Dundee Joiners' Conciliation Board** met twice during the year and discussed the terms of settlement of a strike (No. 58). The advance in wages of ½*d.* per hour asked for was agreed to, the men foregoing their other demands.

(*k.*) Dock and Waterside Labour.

Cardiff, Penarth, and Barry Coal Trimmers' Disputes Committee.—This Committee held one meeting during 1895, and fixed the rates to be paid for trimming the cargo and bunkers of a certain steamship at 5*l.* for the cargo, and 7¾*d.* per ton for the bunkers.

Newport Coal Trimming Conciliation Board.—A rule of this Board is that there must be three cases in dispute before the Board is summoned. Six meetings of the Board were held during 1895 and 11 cases dealt with.

(*l.*) Miscellaneous.

Northern Counties Co-operative Arbitration Board.—This Board was not called together during 1895.

London Baking Trade Board.—No meetings were held during 1895.

Bridgwater Brick and Tile Trade Conciliation Board.—This Board is of a somewhat informal nature, having no printed rules, and no recognised secretary. It consists of six employers and six workmen, and was formed in August 1890, to consider a wages difficulty existing at that time, which it succeeded in adjusting. The Board met twice in 1892, but no meetings were held in the years 1893–95, the next meeting taking place in 1896.

II.—SUMMARY OF WORK OF DISTRICT BOARDS IN 1895.

Out of 25 Boards believed to have been in existence in 1895, only four Boards, viz., those at London, Birmingham, Blackburn, and Leeds, are known to have offered their services or to have had their services sought on any occasion during the year. Two of these Boards, viz., those at London and Blackburn, actually settled cases.

Towards the end of the year a movement was set on foot for the establishment of a Board at Belfast, under the title of the Ulster Conciliation Board. This Board was constituted, and the first meeting held on December 11th, 1895. It consists of 24 members, 12 elected by the Council of the Belfast Chamber of Commerce, and 12 by the Belfast United Trades and Labour Council. The rules as finally agreed to and adopted at the first meeting are printed on p. 254. They provide for application to the Board of Trade for the appointment of a chairman with casting vote in case of equal voting.

London.—This Board offered its services on eight occasions. In four cases they were refused by one or both parties concerned. In one case, the Board assisted in drawing up a formal agreement between the owner of a steamship and his employees, regulating the hours of labour, wages, duties of the crew, &c., for the season of 1895. In a second case an agreement was arrived at between a firm of shipowners and their employees fixing the rates, hours, and other conditions of labour for unloading vessels belonging to the firm. A three months' notice to terminate the agreement has to be given by either side to the other through the Board. In a third case a question arose as to the payment for a day in the previous year of 14 members of the Amalgamated Stevedores' Protection League. On this point the Board were asked to arbitrate, and an award was duly published by four members of the Board. The text of the award is printed, with other selections from the annual report of the Board, on p. 247. In the remaining case, a dispute in the East End mantle-making trade, the Board was successful in bringing about a meeting of the parties, but was unable to effect a complete settlement.

The Board held five meetings, and the Executive Committee 10 meetings during the year.

Blackburn.—One case was dealt with by this Board, and satisfactorily settled by arbitration.

The Board at **Leeds** reports that it offered its services in 10 cases, and the Board at **Birmingham** in several cases during the year, but these services were not in any instance accepted by both parties concerned.

Negotiations for the establishment of a Board at **Macclesfield** continued throughout the year, but the Board did not hold its first meeting until March 2nd, 1896.

III.—CONCILIATION AND ARBITRATION BY INDIVIDUALS.

(*a.*) Conciliation.

The Department has received particulars of 10 disputes settled in 1895 by the conciliatory action of one or more disinterested individuals. The total number affected by these disputes was 46,788.

Boot and Shoe Trade.—Of these disputes by far the most important was the lock-out in the boot and shoe trade (No. 248) that commenced on March 9th. A strike of lasters and finishers at Leicester (No. 244) at an earlier date became merged in this general dispute, and was concluded by the general terms of settlement. The dispute affected 46,000 persons in various districts, and was concluded by an agreement between representatives of the parties meeting at the Board of Trade, Sir Courtenay Boyle acting as mediator. A detailed account of the questions at issue and the full terms of settlement are printed on p. 17.

Building Trades.—A strike of 400 carpenters and joiners in Leicester on April 1st (No. 61), was brought to an end by a conference on June 6th, with Sir William Markby in the chair. The mediator was in this case appointed by the Board of Trade at the request of both parties. The principal points desired by the men were: (1) An advance in the rate of wages from 8*d.* to 8½*d.*: (2) The abolition of the piece-work system: (3) The deletion of the rule requiring that union men shall work in harmony with non-union men. The advance was conceded, and with regard to the other two questions it was agreed that the union should not interfere with the arrangements of the masters for six months, and then should take no steps to withdraw their men until the question should have been referred to and discussed by a council of both sides with a mediator.

Pottery Trades.—A strike of 150 sanitary pressers commencing on October 29th, 1894, with regard to the price to be paid for a new kind of basin was referred to the arbitration of the Right Hon. A. J. Mundella, appointed by the Board of Trade. The arbitrator on March 10th, 1895, made certain suggestions to the parties with a view to obtaining a mutual agreement. Before the publication of any award, he learnt that, acting on these suggestions, further negotiations had been entered into with the result that terms of settlement had been finally agreed to.

The remaining disputes settled by conciliation in no case affected as many as 150 persons. They were distributed as to trade as follows. Textile trades one, building trades three, furnishing trades one, cabdrivers one.

(*b.*) ARBITRATION.

Particulars have been received of 25 disputes settled by direct reference to the arbitration of disinterested individuals, of which 24 actually led to strikes or lock-outs, these 24 affecting 6,566 persons. It must be understood that disputes in the first instance referred to permanent Boards, and by them to arbitration, are not included in these figures.

Metal Trades.—Of these disputes the one affecting the largest number of persons was a dispute at Barrow (No. 329). In all 2,530 blast furnacemen and steel workers were affected. The works were closed on March 3rd to enforce a reduction of wages. The blast furnacemen returned to work on March 7th, pending the decision of Mr. Baird, of Whitehaven, to whose arbitration the dispute was referred. The Steel Works were closed until April 1st, the matter in the meantime being referred to the arbitration of Mr. Jeremiah Head. The decisions in the two cases were (1) the blast furnacemen should be paid Workington rates, plus one per cent. to cover higher rents; (2.) reductions were awarded in the wages of steel workers, amounting on the whole to about 10 per cent.

A second dispute, affecting a large number of men, was a dispute concerning demarcation of work between engineers and boilermakers working on Belleville boilers. On April 5th the engineers a Clydebank, to the number of 766, struck (No. 370) against certain work being taken away from them and given to the boilermakers. The manager, in the first instance, had a consultation with the engineers' officials with the result that work was resumed on April 9th, the work being temporarily restored to the engineers, pending the decision of a conference, with power to refer the matter to arbitration. The conference met on April 18th, but failed to agree. Mr. D. J. Dunlop was appointed arbitrator, and his award, issued on July 1st, restored the work to the boilermakers. In the terms of reference this work is described as "screwing tubes into boxes, and subsequent testing of same, and putting in the doors."

Mining.—A strike of 1,088 coal hewers at Washington, Durham (No. 556), against excessive fining for tubs containing bad coal, was referred to arbitration, the strike itself lasting 15 days. Representatives were nominated by each side, and Mr. T. Lambert, of Gateshead, appointed umpire. The fines were reduced from 3*d.* and 6*d.* to 2*d.* and 5*d.*

A strike of 416 hewers at Wakefield (No. 515), in which 233 other persons were indirectly affected, was caused by a misunderstanding as to a clause in a price list, which was considered to involve a reduction in wages. The dispute was referred to arbitration, with the result that additions were made to the list of prices.

A strike of 250 coal hewers at Cymmer, Glamorgan (No. 597), in which 50 other persons were indirectly affected, for an extra rate, owing to change of work, was referred to arbitration. The men secured an advance of 6¼ per cent.

A strike of 200 coal hewers near Blaydon (No. 636), against the dismissal of three hewers for placing two tokens on one tub, was referred to arbitration. The custom contended for by the men was sustained.

Textile Trades.—A proposal of the employers to reduce the wages of hand loom carpet weavers by 10 and 20 per cent., according to the class of goods, led to a strike (No. 839) which commenced on August 1st, and ultimately affected 600 persons in Dewsbury, Spen Valley, Aberdeen, and other centres of the industry. The employers contended that the reduction was necessary for the purpose of competing with a firm in Scotland, where a similar reduction had been enforced, and that their action was in accordance with a resolution passed in 1889, by which it was agreed that the workpeople should be withdrawn from any single firm which should propose a reduction. In this instance the workpeople at the Scotch firm refused to stop work, and it was alleged that, for some time, none of the goods affected by the alteration had been made by the firm. Work was resumed on September 24th, on an agreement to refer the question to arbitration. Mr. Leuty, M.P., was chosen as arbitrator, and on October 23rd he decided that no case had been made out sufficient to justify a reduction of wages.

Chemical Workers.—A strike of 200 chemical workers at Oldbury, against a proposed reduction of 10 per cent. was referred to arbitration. The workpeople agreed to resume work at the reduction, and this reduction was subsequently confirmed. The arbitrator was selected by the employees out of a list drawn up by the employer.

Of the remaining strikes or lock-outs settled by a reference to arbitration, no one affected as many as 150 persons. They were distributed according to trades as follows:—Mining three, shipbuilding four, building trades seven, wherrymen one, carters one.

In one case of which the Department has received particulars, the matters in dispute between a London shipbuilding company and the Boilermakers' and Iron and Steel Shipbuilders' Society, were referred to the arbitration of Mr. Thomas Burt, M.P., without the dispute having culminated in a strike or lock-out.

It appears that on April 25th, 1895, an agreement was signed by the company and the Society, of which the following two portions may be quoted:—

"It is agreed that, in future, all Boilermakers and Iron and Steel Shipbuilders employed by the above-named Company shall be members of the Boilermakers' and Iron and Steel Shipbuilders' Society, provided that capable artisans of good character who may have been, or now may be, in the Company's employ, and who may be admissible according to the Society's rules, shall be allowed, if they so desire, to join one of the metropolitan branches of the Union with the full liberties and privileges which such membership entails. No fine for re-entry in these cases shall exceed 5*l.*"

* * * * * * *

"It must be clearly understood that this agreement does not prevent the employment by the ——— Company of any workman who is a *bonâ fide* member of a recognised and registered Trade Union."

The company having employed members of a society other than the Boilermakers' and Iron Shipbuilders' Society, it became a question whether this society fairly came within the definition of a *bonâ fide* trade union. The following is the concluding section of Mr. Burt's award, which was given on July 2nd, 1895 :—

"This society—the full title of which is the 'Steel and Iron Shipbuilders', Boiler and Gasometer Makers' Trade Union of London and District,'—is registered, and has been so since 1892, but registration of itself does not constitute a society a *bonâ fide* trade union. I have, therefore, made a close examination into its history, constitution and membership.

"I am informed that steps are now being taken to effect various alterations in the rules and constitution, but I must confine my attention in this matter to the existing position of affairs.

"After very careful consideration, I have come to the conclusion that the society would not be regarded by those acquainted with the trade union movement as a 'recognised trade union.' I cannot certainly so regard it myself.

"My decision, therefore, is that the agreement—in so far as it provides that the Company shall employ as 'boilermakers and iron and steel shipbuilders' only members of the 'Boilermakers' and Iron and Steel Shipbuilders' Society,' or of some other recognised trade union—has not been carried out by the ——— Company.

"THOS. BURT."

IV.—DISPUTES SETTLED BY CONCILIATION OR ARBITRATION IN 1895.

In all 45 disputes, affecting 58,898 persons, were settled by conciliation or arbitration in 1895. The table below gives details of these disputes.

Disputes which began in 1894, but were not referred to arbitration or dealt with by conciliation until 1895, are included in the table. On the other hand disputes began in 1895, but not dealt with until 1896, are held over for another report.

STATEMENT giving DETAILS of CAUSE, NATURE of SETTLEMENT, &c. of DISPUTES settled by ARBITRATION or CONCILIATION in 1895, arranged according to groups of Trades.*

Trade.	Locality.	Cause or Object.	Total Number affected directly and indirectly.	Mode of Settlement.	Character of Settlement.
Mining and Quarrying.					
Coal hewers - - (No. 608 of 1894).	New Tredegar -	Dispute as to cutting prices in a new seam of coal.	150	Arbitration. (Referred by Sliding Scale Committee.)	——
„ - - (No. 626 of 1894.)	Abergwynfi - -	For list of prices when commencing to work coal.	77	Arbitration -	Prices fixed, about 7½ per cent. higher than those worked under temporary arrangement.
Timbermen - - (No. 755 of 1894.)	Aberdare - -	For advance in wages -	172	Conciliation. (Sliding Scale Committee.)	——
Coal hewers - - (No. 515 of 1895.)	Wakefield - -	Misunderstanding as to a clause in list of prices.	649	Arbitration - (West Yorks. Joint Committee.)	Addition made to list of prices.
„ - - (No. 556.)	Washington -	Against excessive penalties for tubs containing bad coal.	1,088	Arbitration. (Representatives of each side with umpire.)	Fines reduced from 3*d.* and 6*d.* to 2*d.* and 5*d.*
„ - - (No. 597.)	Cymmer (Glam.)	For extra rate owing to change of work.	300	Arbitration -	An advance awarded of 6¼ per cent.
„ (No. 605.)	Llandebie - -	For extra prices for special work.	72	„ -	——
„ - - (No. 608.)	Near Bradford -	Dispute as to prices, employers offering 3*s.* 6¾*d.*, and men claiming 3*s.* 10½*d.* per ton.	17	Conciliation. (West Yorks Joint Committee.)	Price fixed at 3*s.* 7½*d.* per ton.
„ - - (No. 613.)	Near Bolton - -	Against taking off an allowance made for thin coal, coal being again thick.	40	Arbitration - -	Reduction of 1*d.* per ton awarded.
„ - - (No. 630.)	Ebbw Vale -	Demand for an advance of wages by screenmen.	1,100	Conciliation. (Sliding Scale Joint Committee.)	——
„ - - (No. 631.)	„ - -	Whole of company's pits struck in sympathy with above.	2,300	„ „ -	——
„ - - (No. 636.)	Near Blaydon -	Alleged unjust dismissal of three hewers for placing two tokens on one tub.	200	Arbitration - -	The custom contended for by the men was sustained.
Iron and Steel Trades.					
Blast furnacemen and steelworkers. (No. 329.)	Barrow - -	Against proposed reduction in wages.	2,530	Arbitration. (Two arbitrators, one for each class of man.)	Reductions awarded in both cases, amounting to about 10 per cent.

* Within each group the disputes are arranged according to the date of their commencement.

Trade.	Locality.	Cause or Object.	Total Number affected directly and indirectly.	Mode of Settlement.	Character of Settlement.
Shipbuilding and Marine Engineering.					
Shipwrights - - (No. 400.)	Passage West - -	Dispute with joiners as to allotment of certain new work.	8	Arbitration (of the manager).	Work awarded to joiners.
„ - - (No. 414.)	Govan - -	Alleged infringement of the demarcation agreement by joiners working in the cargo space.	76	Conciliation. (Standing Committee of shipwrights and joiners of the Clyde.)	Decision in favour of shipwrights.
Engineers - - (No. 370.)	Cydebank - -	Dissatisfaction with work upon the elements of Belleville boilers having been taken away and given to boilermakers.	766	Arbitration - -	Work awarded to boilermakers.
Shipwrights - - (No. 437.)	Cardiff - -	Dispute with joiners as to apportionment of certain work.	90	„ - -	—
„ - - (No. 438.)	Hebburn-on-Tyne	„ „ -	175	Conciliation. (Standing Committee of shipwrights and joiners on the Tyne.)	Portions allotted to shipwrights and joiners.
Platers' helpers - (No. 446.)	Wallsend-on-Tyne	Employer desired to adopt No. 4 scale of help, for which men alleged facilities were not yet available.	119	Arbitration. (A working driller of Wallsend.)	No. 4 scale to be worked inside, and No. 3 outside, employer to provide a tackle hanger.
„ - (No. 448.)	Low Walker-on-Tyne.	Dispute as to interpretation of a clause of the scale of help adopted.	29	Arbitration - -	Award in favour of men.
Boot and Shoe Trade.					
Lasters and finishers (No. 244.)	Leicester - -	For abolition of system of sending work to be partially made in country districts.	100	Conciliation. (Merged in general dispute.)	
Boot and shoe operatives. (No. 248.)	General throughout England.	For abolition of system of sending work to be partially finished in country districts, for a piecework statement of prices in connection with machinery, and for an improved minimum rate of wages for clickers and pressmen. (Threatened strike followed by lock-out.)	46,000	Conciliation. (Conference at Board of Trade.)	For full terms, *see* p. 17.
Riveters and finishers (No. 260.)	Norwich - -	Against the introduction of the team system upon a machine alleged to belong to a class upon which the system was not allowed.	400	Arbitration. (Referred by Norwich Conciliation and Arbitration Board.)	Award in favour of men.
Textile Trades.					
Woollen warp dressers (No. 990 of 1894.)	Yeadon - -	Against proposed reduction in piece rates for a certain class of goods.	7	Conciliation. (Meeting in presence of a mediator.)	The men to be taken back at a weekly wage, pending the establishment of a new price list.
Carpet weavers - (No. 839 of 1895.)	Dewsbury, Heckmondwike, Aberdeen, Bannockburn.	Against proposed reductions of 10 and 20 per cent.	600	Arbitration - -	Decided that there was no justification for proposed reductions.
Cotton weavers - (No. 742.)	Blackburn - -	Objection to action of overlooker in discharging two weavers.	180	Arbitration (Referred by the Weaving and Winding Joint Committee for N. and N.E. Lancashire.)	One weaver reinstated.
Pottery Trades.					
Sanitary Pressers - (No. 786 of 1894.)	Hanley - -	Dispute as to price of a new kind of pedestal basin.	150	Conciliation.	—

Trade.	Locality.	Cause or Object.	Total Number affected directly and indirectly.	Mode of Settlement.	Character of Settlement.
Building Trades.					
Bricklayers - - (No. 52 of 1894.)	Crown Hill, near Plymouth.	Refusal to pay "walking time," the employer alleging that the staff was engaged from the works in question.	30	Arbitration - -	Walking time disallowed. Bricklayers residing in Plymouth to receive 8*d.* per hour instead of 7½*d.*
Stonemasons - (No. 141 of 1895.)	Devonport - -	For payment of walking time when employed outside the town.	11	Arbitration - -	Walking time disallowed. Wages advanced ½*d.* per hour.
Painters - - - (No. 103.)	Bolton and Tonge	Against labourers doing painters' work.	14	Conciliation - -	No labourer in future to clean down buildings preparatory to painting.
Carpenters and joiners (No. 58.)	Dundee - -	For advance in wages from 7½*d.* to 8*d.* per hour, and a revised code of working rules.	325	Conciliation. (Dundee Joiners Joint Committee.)	Advance given and two out of these proposed alterations in working rules agreed to, a compromise being arranged as to the third.
„ „ - (No. 61.)	Leicester - -	For advance in wages from 8*d.* to 8½*d.* per hour, and a revised code of working rules.	400	Conciliation - -	Advance in wages and modified code of working rules agreed to.
Plumbers - - (No. 130.)	„ - -	Against labourers being employed on plumbers' work.	4*	Arbitration -	Labourers not to be employed on plumbers' work.
Masons' labourers - (No. 163.)	„ - -	For advance in wages from 6*d.* to 6½*d.* per hour, and a code of working rules.	36	Conciliation. (Conference under independent chairman.)	A code of rules agreed to. The question of granting an advance of wages to be considered as soon as trade revives.
Carpenters and joiners (No. 74.)	Rotherham - -	For advance in wages from 8*d.* to 8½*d.* per hour, and reduction of hours from 52 to 49½ per week.	80	Arbitration - -	Reduction of hours awarded. Wages to remain unchanged.
„ „ - (No. 76.)	St. Helens -	Against proposed reduction in wages of ½*d.* per hour, and increase in hours, the men proposing an advance of ½*d.* per hour.	50	„ -	Work resumed on former conditions, with the exception of a slight alteration in working rules.
Plumbers - - (No. 131.)	Leicester - -	Lock-out to enforce reference of No. 130 (*see* above) to arbitration, request of men for advance of wages, from 8*d.* to 9*d.* per hour, and amended code of working rules.	76	„ -	Advance of ½*d.* per hour awarded, and working rules amended so as to provide for disputes being settled by arbitration.
Carpenters and joiners (No. 82.)	Bishop Auckland -	For advance in wages from 7½*d.* to 8½*d.* per hour, and a code of working rules.	40	Arbitration. (Special Committee with umpire.)	Advance of ½*d.* per hour granted, and rules signed.
„ „ - (No. 92.)	Falkirk and Grangemouth.	To obtain a guarantee from the employers that the existing rate of wages would not be reduced before March 1896.	120	Conciliation. (Conference in presence of independent persons).	Existing rate to continue until July 1896.
Plasterers - - (No. 122.)	Sunderland - -	Against lathers being employed to fix lathes. Work alleged to belong to plasterers.	18	Arbitration - -	A fine of 2*l.* imposed by arbitrator on employer for breach of working rules.
Miscellaneous Trades.					
Wherrymen - - (No. 1022 of 1894.)	Newcastle-on-Tyne	Objection by employers to proposed new list of charges for lighterage, including part payment of towage expenses.	113	„ -	Award given against the claim of the men.
Carters - - - (No. 1011 of 1894.)	Liverpool - -	To enforce payment for overtime.	30	„ - -	Employer to pay the disputed overtime.

* Another firm employing 13 plumbers was also affected by the same dispute, but this dispute was settled separately.

Trade.	Locality.	Cause or Object.	Total Number affected directly and indirectly.	Mode of Settlement.	Character of Settlement.
Miscellaneous Trades—cont.					
Cabdrivers (No. 847.)	Sheffield	Refusal to accept books in which to enter the fares taken.	10	Conciliation. (Employer interviewed by independent person.)	Men accepted the fare books.
Alkali and chemical workers. (No. 231.)	Oldbury	Against proposed reduction of 10 per cent.	200	Arbitration. (Arbitrator selected by employees out of list drawn up by employer.)	Reduction confirmed.
French Polishers (No. 228.)	London, E.C.	For institution of a time list when engaged upon sub-contract jobs.	51	Conciliation. (By a member of firm under whom subcontractor held his contract.)	Employer agreed to observe the Union time list in its entirety.

V.—EXTRACTS FROM THE REPORTS OF PROCEEDINGS OF CERTAIN BOARDS.

[*In* 1895 *the Joint Committee of the Northumberland Coal Trade held eight meetings. The minutes of two meetings are here printed as types.*]

(i.) Northumberland Coal Trade Joint Committee.

MINUTES OF THE MEETING HELD ON NOVEMBER 9, 1895.

The minutes of the two last meetings were taken as read, confirmed, and signed.

BEDLINGTON.—DOCTOR PIT.—Award received (251).—Award (249) of September 7, 1895, is sufficiently clear as to Nos. 1, 2, 3 and 4 questions; question 5 was not raised by the applicants, and cannot therefore be considered by the referees.

NORTH ELSWICK.—Agreement confirmed (46).—Brockwell Seam. Claremont District, in defined area, 1*s.* 7*d.* and 1*s.* 9*d.* per ton. Nuns District, South Headways Flat, 1*s.* 5½*d.* per ton.

BACKWORTH.—MAUDE PIT.—Workmen ask that smart money be paid to William Alexander and R. Straker, who were accidentally shot while following their employment.—Granted, but the Joint Committee draw the attention of the workmen to the necessity of strictly carrying out the printed instructions as to the use of squibs or artificial straws.

DINNINGTON.—Workmen ask that smart money be paid to James Anderson, who was unable to follow his employment on account of a sprain received whilst following his employment.—Granted.

NORTH ELSWICK.—(1.) Workmen requested an advance of 15 per cent. on hewing prices in Low Main Seam. (2.) Men ask that the award of the Joint Committee on the whole of Nuns District and the ½*d.* per ton agreed to locally, be carried out. (3.) Men ask that the Joint Committee fix the starting price to be paid to hewers when requested to put.—Sent to arbitration, but the parties are recommended to agree.

PEGSWOOD.—(1.) Owners ask reduction in the weight of stones allowed per tub for laid out in Five-Quarter Seam.—To be 21 pounds in future. (2.) Workmen ask that the tramway be laid in the middle of the place as heretofore, instead of up one side as at present.—No jurisdiction. (3.) Hewers ask to be compensated for the disadvantage they are put to by the tramway being laid up one side of the place.—Refused.

SHANKHOUSE.—The manager having measured a workman's place at a trouble and made it 3 inches more than the normal height, the men concerned request to be refunded the amount lost by this unfair measurement.—Granted.

THROCKLEY.—(1.) Owners ask that the hours of hewers be increased in accordance with the practice in the rest of the county for 10 hours pits.—To be increased by half-an-hour. (2.) Men ask that a yard price be fixed for all leading gateways in the Stone Coal Seam.—Moved off the board, but the manager is recommended to continue paying consideration in exceptional places. (3.) Workmen ask that McHugh and partner be paid winning price for the wall they drove over before their bord was turned away.—Moved off the board.

MINUTES OF THE MEETING HELD ON JULY 13, 1895.

The minutes of the last meeting were taken as read, confirmed, and signed.

BURRADON.—Agreement confirmed (34.)—Killingworth Low Main Seam. Day-shift places, 1*s.* 4½*d.* per ton.

ASHINGTON.—(1.) Owners want 10 yards winning-out gateways cavilled instead of let as bargains.—Agreed to in accordance with the arrangement between the Associations; the question of extra price, if any, shall be sent to arbitration, if the parties cannot agree. (2.) Men ask to be paid consideration, where ramble is following and under three inches in thickness.—Withdrawn. (3.) Men ask H. Easton to be paid sliding-over price in Bothal Pit.—Settled.

BEBSIDE.—Men request that E. Thornton and partners be paid whole price for certain coal driven back to the whin in the Low Main Seam.—Moved off the board.

BEDLINGTON.—(1.) Men request the custom confirmed that has obtained many years at this pit *re* stowing

bands in all 3 yards places, in Five-Quarter Seam. (2.) Men ask that the custom of holing and starting bords in Doctor Pit at 3 yards wide be continued as heretofore at the usual price, as no arrangement has been made for 4 yards holings starting, which ought to be paid at 1*s.* 1½*d.* per yard.—Sent to arbitration.

DUDLEY.—It was reported that the putters had given in their notices, and the miners' representatives agreed to communicate with them on the matter.

HEDDON.—Men request an advance of hewing prices in the Crank District.—Sent to arbitration.

LONGHIRST.—Workmen ask an advance of 2*d.* per ton on hewing prices.—Irregular.

WALKER.—(1.) Men ask revision of hewing prices in the Beaumont Seam. (2.) Owners ask reduction of hewing prices in Beaumont Seam.—Settled.

WEST SLEEKBURN.—These references (90) were withdrawn.

(ii.) Midland Iron and Steel Wages Board.

Report for the year ended December 31st, 1895.

Presented at the Annual Meeting held at the Queen's Hotel, Birmingham, February 17th, 1896.

GENTLEMEN,

WE beg to submit the twentieth annual report and statement of accounts.

The appointment and election of employers' representative and operatives' representative for each of the works has been made, and lists of the same have been prepared by the two secretaries.

* * * * * * *

Ironworkers' Wages.—The last reference to ironworkers' wages in our last report showed that from December 1st, 1894, to February 2nd, 1895, the rate for puddling was 7*s.* 3*d.* per ton. Since that time the following settlements have been made:—

Sub-Committee,	from February 2nd, 1895,	to	April 6th, 1895	-	7*s.* 3*d.*
Do.	April 6th,	„	June 1st, „	-	7*s.* 3*d.*
Standing Committee,	June 1st,	„	August 3rd „	-	7*s.* 3*d.*
Do.	August 3rd,	„	October 5th „	-	7*s.* 3*d.**
Sub-Committee,	October 5th,	„	December 7th „	-	7*s.* 3*d.*†
Do.	December 7th,	„	February 1st, 1896	-	7*s.* 3*d.*

The Industrial Union.—The Board has sent a subscription of 2*l.* 2*s.* to the funds of this Union, which has for its object the promotion of good relations between the employers and operatives throughout the country. The evidence given before the Labour Commission, the experiences of the North of England Conciliation and Arbitration Board, and of the Midland Iron and Steel Wages Board, have been serviceable in encouraging other trades to adopt similar methods, and we feel that we are called upon to advance the principles of conciliation and arbitration as far as we can by supporting the Industrial Union, as it is clear that a national movement of that kind should be assisted by those who have had a long and successful experience in such matters.

Sheet Mill Wages List.—At the request of Mr. Aucott, a circular was addressed to manufacturers of sheet iron, enclosing a form of assurance for each to sign, stating they were observing the "Sheet-Mill Wages List," the answers showing that the list was being observed.

The powers of the Sheet-Mill Wages Committee were enlarged by the following resolution of the Standing Committee:—"That the powers of the Sheet-Mill Wages Committee be, and are hereby, "enlarged for the purpose of reconsidering the schedule of Sheet-Mill Wages, and all questions "relating thereto."

Several meetings of the Committee have been held, and on June 12th the following resolution was passed:—"That the further consideration of the subject of the employers' claims be adjourned until "the proposed deputation to the Continent to inquire into the conditions of iron and steel manufacture "shall have made their report."

Several applications for copies of the Schedule of Wages have been lately received from South Wales, and from firms newly starting Sheet Mills in this district.

Deputation to the Continent.—At the suggestion of the British Iron Trade Association, a deputation of employers and operatives chosen to represent the various interests in the iron and steel trade was appointed with the object of investigating the conditions of iron and steel making on the Continent. The following is a list of the members of the deputations, and of the various organisations they represent:—

British Iron Trade Association - - - -	Mr. J. S. Jeans.	
Midland Iron and Steel Wages Board - - - -	Major Patchett, Mr. Gladstone,	Employers.
	Mr. W. Aucott, Mr. S. Harris,	Operatives.

* In this case the accountant's certificate would have given a reduction of 3*d.* per ton in puddlers' wages. The Vice-Chairman (Mr. S. Harris) and Mr. Aucott, the operatives' secretary, being away on the Continent on business connected with the Board, the rate of 7*s.* 3*d.* per ton for puddling was continued.

† The rate of 7*s.* 3*d.* was continued until December 7th, although the certificate showed a reduction of 3*d.* per ton by the sliding scale.

North of England Arbitration Board -	Mr. Parnaby, Mr. J. R. Winpenny, Employers. Mr. E. Trow, Mr. J. Cox, Operatives.
North of England Iron and Steel Manufacturers' Association -	Mr. W. Thackray, employers.
Blast Furnacemen's Association (Cumberland and Lancashire)	Mr. P. Walls, operatives.
" " " (Cleveland) - - -	Mr. E. Carlton, operatives.
" " " (Scotland) - - -	Mr. J. Cronin, operatives. Mr. J. Wright, employers.

• A lengthy report has now been published, which will be a standing authority for reference in all matters relating to Continental iron and steel making.

Works' Disputes.—It may be regarded as evidence of the satisfactory influence of the Board in cases of works' disputes, that only two have been referred to the Standing Committee during the year—a third application being merely for a decision of the Committee by which both sides agreed to be bound.

Consolidation of Local Holidays.—Owing to the serious dislocation of business due to the number of wakes clustering within a short period of the August Bank Holiday, it has been proposed by the Walsall Chamber of Commerce that the local wakes be no longer observed, but some equivalent given, as for instance, a whole week's holiday in August.

A conference of employers and operatives representing the local authorities and the trades in South Staffordshire, recommend the observance of the following holidays only :—

(*a.*) Easter Holidays.
(*b.*) Whitsuntide Holidays.
(*c.*) The second week in August, *i.e.*, the next following the Bank Holiday week.
(*d.*) Christmas Holidays.

They have appointed a Committee for carrying out the wishes expressed by the Conference, and Messrs. Jones and Aucott have been appointed to represent this Wages Board. The matter is now in progress.

Meetings.—The following meetings have been held :—

The whole of the Board - - - - - - -	1
Standing Committee - - - - - - - -	4
Standing Committee and Sheet Mill Wages Committee - - -	1
Sub-Committee - - - - - - - -	5
Sheet Mill Wages Committee - - - - -	2
Do. Do. (Employers' Section) - - - -	4

Accounts.—We make the following observations on the accounts :—

Summary.

	£	s.	d.
Receipts from employers in South Staffordshire - - -	387	14	7
Do. do. other districts - - - -	156	8	3
	544	2	10
As against total employers' contributions last year - - -	566	0	4
Showing a decrease of - - - - - -	21	17	6
Receipts from operatives in South Staffordshire - - -	332	9	4
Do. do. other districts - - - -	37	8	7
	369	17	11
As against total operatives' contributions last year - - -	377	17	11
Showing a decrease of - - - - - -	8	0	0
Or a total decrease of income compared with last year of - -	29	17	6
The total receipts for the year have been - - - -	914	0	9
The total expenditure has been - - - -	917	1	11
The balance to credit on December 31st, 1895, is - - -	412	8	8

BENJAMIN HINGLEY, Chairman.
SAMUEL HARRIS, Vice-Chairman.
DANIEL JONES, Employers' Secretary.
WILLIAM AUCOTT, Operatives' Secretary.

Statement of Accounts for the Year ended December 31st, 1895.

Dr. Cr.

Receipts.	£ s. d.	£ s. d.	Payments.	£ s. d.	£ s. d.
To Balance in Treasurer's hands, at January 1st, 1895		415 9 10	By Daniel Jones, employers' secretary, salary to December 25th, 1895		150 0 0
„ Employers' contributions—			„ Ditto, as treasurer, ditto		50 0 0
South Staffordshire	387 14 7		Expenses—		
North Staffordshire	40 0 0		Stamps	12 2 5	
South Yorkshire	31 16 6		Railway and cab fares	15 19 5	
Lancashire	30 14 4		Telegrams	0 17 5	
Derbyshire	15 0 0		Meeting rooms	6 6 0	
Shropshire	36 15 5		Sundries	2 0 0	
Scotland	2 2 0				37 5 3
		544 2 10	„ William Aucott, Operatives' secretary, salary to December 25th, 1895		150 0 0
„ Operatives' contributions—			Expenses—		
South Staffordshire	332 9 4		Travelling expenses	24 8 9	
Shropshire	30 9 7		Stamps, telegrams, and sundries	9 10 1	
South Yorkshire	5 2 8		Printing and stationery	3 11 11	
Lancashire	1 16 4				37 10 9
		369 17 11	„ Employers' claims for attendances		43 10 5
			„ Operatives' claims for attendances		144 9 0
			„ B. Smith, Son, and Wilkie, accountants to the Board		140 14 0
			„ Printing and stationery		11 10 6
			„ James Capper, Allowance		50 0 0
			„ Deputation to Germany		100 0 0
			„ Industrial Union of Employers and Employed		2 2 0
			„ Balance in treasurer's hands at December 31st, 1895, viz.:—		
			At Lloyd's Bank, Ltd.	112 17 1	
			Ditto, Deposit Account	300 0 0	
				412 17 1	
			Less due to Treasurer	0 8 5	
					412 8 8
		1,329 10 7			1,329 10 7

(iii.) The Board of Conciliation and Arbitration for the Manufactured Iron and Steel Trade of the North of England.

The twenty-seventh annual meeting of the Board was held at the Station Hotel, Newcastle-on-Tyne, on Thursday, January 30th, 1896, Mr. William Whitwell in the chair, and Mr. James Cox in the vice-chair.

The following report of the standing committee and statements of account were submitted and adopted :—

Standing Committee's Report.

The standing committee submit their report as follows :—

The membership of the Board remains the same as in July last, namely, 11 works owned by nine firms.

The average number of operative subscribing members during the past half year has been 3,866, as compared with 3,313 in the previous half year; an increase of 553.

The financial statement for the past 12 months is submitted herewith, and shows as follows :—

	£ s. d.
Balance in hand, January 1st, 1895	537 16 5
Receipts during the year	1,151 2 2
	£1,688 18 7
Expenditure	1,048 16 1
Balance in hand, December 31st, 1895	640 2 6
	£1,688 18 7

The standing committee have held six meetings during the half year, and there have been in addition two meetings of sub-committees appointed to deal with special cases.

The following are the cases that have come before the committee :—

Stockton Malleable Works.—Claim of shinglers and forge rollers with respect to the extra for shingling and rolling 18in. puddled bars.

Tudhoe Works.—Claim of rollers in 16in. bar. mill to have the 10 per cent. reduction awarded in January last put on again, also claim of heaters for advance; on the ground that present rates are not in accordance with the new mode of working.

Tudhoe Works.—Joint request of the rollers in No. 3 plate mill and the firm, that the committee will fix a rate for rolling sheets from under ¼ in. gauge to ⅛ in. gauge; also the rates to be paid to the helpers. Request of rollers that the committee will reconsider their decision as to the rates to be paid to the helpers at the rolls.

Consett Works.—Claim of firm for reduction in rates paid to the rollers in Nos. 1, 2 and 3 steel angle mills; the rollers' helpers in Nos. 1 and 2 mills; also ingot soakers and ingot soakers' helpers in the cogging mill.

General Wages.—The ascertainments of the average net selling price of finished iron received since last report, and the effect of the same upon wages under the sliding scale are shown in the following table :—

Period.	Tons.	Average Net Selling Price.	Effect upon Wages under Sliding Scale.
		£ s. d.	
Two months ending June 30th, 1895 -	21,281	4 14 1·28	No change.
„ August 31st, 1895 -	21,184	4 15 6·41	No change.
„ October 31st, 1895 -	24,859	4 14 11·71	No change.
„ December 31st, 1895 -	20,307	4 16 3·69	No change.

With respect to the wages of steel workers at the works affected by the scale that applies to them there has been no change since the last report was presented.

In their last report the standing committee referred to the fact that a proposal had been received from the British Iron Trade Association that the Board would take part in an inquiry as to labour, conditions and cost of production, &c., of iron and steel in Germany, France and Belgium. The proposal being acceded to, four representatives were—at the half-yearly meeting in July last—appointed to act on the delegation on behalf of the Board. The delegation visited Belgium and Germany, and were afforded access to a number of iron and steel works in those countries.

The report embodying the result of the investigations of the delegation has quite recently been issued.

Whilst the standing committee do not consider that it is their province to deal with the various views and opinions expressed in the report, they are sensible that the publication contains a vast amount of valuable and interesting information, and evinces considerable labour on the part of those who were engaged in the inquiry; and further, that the information collected may to some extent tend to assist in clearing up matters that have from time to time, been the subject of controversy and discussion at the meetings of the board and standing committee.

Statement of Receipts and Expenditure for the Year ending December 31st, 1895.

Receipts.	£ s. d.	Expenditure.	£ s. d.	£ s. d.
To balance from 1894 - - -	537 16 5	By amount paid to operatives:		
„ Wm. Whitwell & Co., Limited -	63 9 6	Attendance at meetings -	80 0 0	
„ Stockton Malleable Iron Co., Limited -	272 13 4	Lost time - - -	71 0 0	
„ Sir Theodore Fry & Co., Limited - -	89 11 8	Witness - - - -	14 10 0	
„ Consett Iron Co., Limited - -	485 6 6			165 10 0
„ John Abbot & Co., Limited - - -	46 17 2	„ amount paid to employers:		
„ Palmer's Shipbuilding and Iron Co., Limited	53 4 6	Attendance at meetings -	62 9 8	
„ Samuel Tysack & Co., Limited - -	51 13 6	Witness - - -	8 0 0	
„ John Spencer & Sons, Limited - -	36 17 2			70 9 8
„ Weardale Iron & Coal Co., Limited - -	51 8 10	„ amount paid to employers under Rule 21 -		47 10 2
		„ railway fares—operatives -	38 5 5	
		„ „ employers -	41 11 3	
				79 16 8
		„ secretaries' salaries - - -		300 0 0
		„ „ travelling expenses - -		30 14 5
		„ postages, telegrams, and office expenses:—		
		(Secretaries) - - -		14 13 0
		(Representatives) - - -		2 17 6
		„ printing and stationery - - -		16 7 6
		„ office rent - - - -		20 0 0
		„ rooms for meetings - - -		6 15 6
		„ accountants' fee for getting out certificates of average net selling prices - - -		125 0 0
		„ auditors' and treasurers' fees - - -		4 4 0
		„ Industrial Union - - -		3 3 0
		„ Continental Delegation expenses - -		155 5 10
		„ Reporting Account- - - -		5 9 0
		„ N. P. Bank for receipt stamps and cheque book - - - - -		0 19 10
		„ balance - - - - -		640 2 6
	£1,688 18 7			£1,688 18 7

Audited and found correct, 5th February, 1896.
B. A. Abbott.
John Wildsmith. } Auditors.

Statement showing the Amounts received by the Employer and Operative Representatives during the Twelve Months ending December 31st, 1895. (Railway Fares excluded.)

Name of Works.	Operative Representatives.	Operatives.			Amount received by Employers for Meetings.
		Meetings.	Lost Time.	Total.	
		£ s. d.	£ s. d.	£ s. d.	£ s. d.
Thornaby	H. Higgins	9 0 0	4 5 0	13 5 0	8 16 3
West Stockton		—	—	—	8 16 11
Stockton Malleable	J. Kane	8 10 0	8 10 0	17 0 0	
„ „ Steel Dept.	T. O'Connor, 55s.; T. Davis, 40s.; A. Daley, 40s.	1 10 0	5 5 0	6 15 0	6 16 8
Rise Carr	E. Brennan	9 10 0	3 0 0	12 10 0	2 6 2
Consett	J. Ellison	9 10 0	5 10 0	15 0 0	5 12 11
„ Tin Mill	H. Lodge, 30s.; E. Mellon, 50s.	2 10 0	1 10 0	4 0 0	7 8 4
Park (Gateshead)	George Gardner	2 0 0	7 0 0	9 0 0	0 11 10
Newburn	A. Davis	2 0 0	2 0 0	4 0 0	3 18 11
Jarrow	J. Walsh	11 0 0	16 0 0	27 0 0	3 17 2
Monkwearmouth	J. Barnes	2 0 0	9 0 0	11 0 0	7 12 8
Tudhoe	J. Needham	6 10 0	7 10 0	14 0 0	6 3 1
Treasurer	R. H. Peacock (6 months)	7 10 0	—	7 10 0	0 8 9
Vice-president	James Cox	8 10 0	1 10 0	10 0 0	—
Witnesses		14 10 0	—	14 10 0	8 0 0
		94 10 0	71 0 0	165 10 0	70 9 8

* * * * * *

(iv.) London Labour Conciliation and Arbitration Board.

Extract from the Fifth Annual Report, for the Year ending December 31st, 1895.

While there has been no large extension of its operations during the year 1895, further experience of the methods adopted by the Board in dealing with labour disputes continues to afford grounds for encouragement to its promoters. Owing to the comparatively settled conditions of the Metropolitan labour market, the number of cases requiring the Board's intervention has not increased, but the machinery of the Board has always been available for dealing with any cases that might arise. Besides this, the Board has continued to advocate the cause of conciliation and the amicable settlement of labour disputes without recourse to strikes or lock-outs, and to encourage and assist with advice or information the formation of similar bodies in the provinces.

* * * * * * *

The number of disputes in London has been proportionately less than in previous years; but no occasion for offering the Board's services, where practicable, has been allowed to pass. As regards the number of formal meetings convened by the Board, for the purpose of electing workmen's representatives, for the settlement of disputes, or for the ordinary purposes of the Board's administrative work, the total (29) is rather larger than 1894, when there were 23, compared with 23 in 1893, 24 in 1892, and 22 in 1891.

The following were the meetings convened in 1895:—

The Board	5
Executive Committee (conciliation and arbitration meetings)	10
Workmen's group meetings	12
Annual Aggregate Trades Union meeting	1
Deputation to Board of Trade	1
Total	29

Disputes Dealt with by Board.

Amongst the cases in which the Board has offered or given its services were the following:—

Messrs. Little and Johnston and the Thames Steamship Workers' Labour Protection League (No. 2 branch). (Settled by conciliation.)

Boot and Shoe Trade Dispute. (Services offered, but settlement otherwise arrived at.)

East London Master Mantle Makers' Association and United Ladies' Tailors and Mantle Maker Union. (Conciliation: parties met under Board's auspices, but negotiations failed.)

Mr. Shand and his employés, as represented by the Amalgamated Society of Watermen and Lightermen of the River Thames, and the Amalgamated Society of Engine Drivers and Firemen. (Voluntary agreement drawn up and signed.)

London Clothiers' Cutters' Union and Monkswell Street Warehouse Company. (Intervention accepted by the Union, but declined by employer.)

Mr. H. W. Parkinson and Amalgamated Stevedores' Labour Protection League. (Settled by arbitration.)

Engineering trade dispute. (Inquiries with a view to settlement made by the Board.)

The Operative Bricklayers' Society and the Slaters' and Tilers' Union. (Offer of Board's services renewed, but only accepted by the latter.)

Building trade question. (Offer of Board's services made, but not considered necessary.)

Early in the year the Board was successful in bringing about, through conciliation, a voluntary agreement between Messrs. Little and Johnston and their employés, as represented by the Thames Steamship Workers' Labour Protection League (No. 2 Branch) which was finally signed by the parties and witnessed by four members of the Board, Mr. S. B. Boulton and Mr. G. S. Lucraft (employers), and Mr. A. Masters and Mr. E. Ballard (employed). In dealing with this case, they were assisted by Mr. H Gosling, the secretary of the Amalgamated Society of Watermen and Lightermen of the River Thames, who also attached his signature to the agreement. The proceedings extended over two meetings, and resulted in the settlement of the wages to be paid by the employers to their men for unloading vessels belonging to the firm, their hours of labour, and other conditions, there being also a clause inserted to the effect that, before any departure could be made from the terms of the agreement, at least three calendar months' notice in writing be given by either side to the other through the Board.

In July four members of the Board (Mr. S. B. Boulton, Col. G. R. Birt, Mr. E. Harford, and Mr. E. McLeod), under a signed submission, arbitrated upon a dispute between Mr. H. W. Parkinson, master stevedore, and the Amalgamated Stevedores' Labour Protection League. The nature of the dispute will be gathered from the appended copy of the award, which is reproduced to illustrate the Board's methods of dealing with even a relatively small case when brought under its notice, the question being clearly one of fact, in which conciliation was only a necessary preliminary to arbitration. For although the sum actually adjudicated upon was insignificant, it may be considered as a test case, the amicable settlement of which involved one or two principles of some importance.

[COPY.]

MR. H. W. PARKINSON AND HIS EMPLOYÉS, AS REPRESENTED BY THE AMALGAMATED STEVEDORES' LABOUR PROTECTION LEAGUE.

AWARD.

Whereas differences have arisen between the above parties as to the payment of fourteen members of the Amalgamated Stevedores' Labour Protection League on Saturday, the 10th day of March, 1894, and whereas the said parties, by agreement dated the 29th day of July 1895, have referred the same to the arbitration of the London Labour Conciliation and Arbitration Board, and agreed to abide by the award of such Board. Now we, the undersigned members of the London Labour Conciliation and Arbitration Board, having acted as arbitrators, and having heard the parties and a witness, do hereby determine the questions raised before us by the parties as follows :—

1. We adjudge and award that the sum of fourteen shillings be paid by Mr. H. W. Parkinson to the Amalgamated Stevedores' Labour Protection League in full settlement of its claim.
2. We further express the opinion that the claim made by the League should not have been so long delayed, and we recommend, with respect to any differences which may arise between the parties in the future, that all claims by the League or its members against Mr. H. W. Parkinson shall be made within one calendar month at least from the time when a dispute shall arise.

(Signed) S. B. BOULTON, G. R. BIRT, EDWARD HARFORD, EDWARD MCLEOD, *Arbitrators.*

July 31st, 1895.

A new departure or development of the Board's work was the execution of a voluntary agreement (as to which there had never been any question in difference) between Mr. Edgar Shand, as owner of the saloon steamer "Queen Elizabeth," and the employés, as represented by the Amalgamated Society of Watermen and Lightermen of the River Thames, and the Amalgamated Society of Engine Drivers and Firemen (both land and marine). By the express desire of employer and employed, the secretary of the Board drafted a formal agreement, embodying the terms mutually agreed upon, which in some respects followed the award of the Board in the case of the Victoria Steamboat Association and their employés (detailed in the Report for 1894), regulating the hours of labour, wages, duties of the crew, &c., for the season of 1895. The agreement was then signed by all parties, and witnessed by the chairman of the Board. It also contained the following clause: "This agreement shall continue, subject to one month's notice to terminate the same being given by either side to the other through the London Labour Conciliation and Arbitration Board, and any alteration desired therein or any dispute arising thereunder shall be referred to the decision of such Board, whose decision in such event shall be binding upon both parties." The agreement was loyally kept during the season of 1895, no question having arisen in connection with it while it was in existence.

While the boats of the Victoria Steamboat Company were running in the season of 1895, the wages, hours, and other conditions of labour of the crews employed by the Company were regulated by the terms of the award which was made by the Board in 1894.

The Board made a strong endeavour to bring about an amicable settlement of a dispute in the East End mantle-making trade, and it is not too much to say that the amount of time and trouble

involved was greater than in any previous dispute submitted to the Board, the negotiations requiring no less than four formal meetings and a number of personal interviews. The Board offered its services in the usual way, and at first neither party accepted them, but as a result of pressure which was brought to bear through the Labour Department of the Board of Trade, they finally consented to meet under the Board's auspices. The main cause of the dispute was the lock-out by the East London Master Mantle Makers and Ladies' Tailors Association, of certain members of the United Ladies' Tailors and Mantle Makers' Union, on account of what the former considered to be undue interference with them in the conduct of their workshops. Both employers and employed were of Hebrew nationality. Considerable friction had occurred between them, and after hearing the parties, the Board suggested conditions which would govern future relations between the Employers' Association and the Union, several of which were accepted, while on certain points it was agreed that the Board should arbitrate. The negotiations between the parties ultimately broke down, owing to their failure to agree as to the period within which notice should be given by either side to terminate the proposed arrangement. This result is greatly to be regretted after so many points in difference —fourteen out of seventeen—had been practically settled; but the circumstances of the East London mantle-making trade are such that the Board's discouragement in this particular case has in no wise weakened its belief, based on a varied experience in the efficiency of conciliation and arbitration.

At an early stage of the dispute in the boot and shoe trade, which affected a number of operatives in London as well as in the provinces, the Board offered its services in adjusting the matters in difference, letters being dispatched to the London offices of the Masters' Association and the Operatives' Union respectively. A reply was received from the former, however, to the effect that the matter was in the hands of the central executive, in Leicester, who were accordingly approached, through their president, Mr. Griffin Ward. Another letter was sent to Mr. Inskip, as representing the operatives generally. The Board's offer was strongly approved by the Leather Trade Section of the London Chamber of Commerce, which passed a resolution urging it upon the acceptance of employers. Eventually, however, the dispute was brought to a settlement through the good offices of the Board of Trade, which, in the main adopted a course of procedure long advocated by this Board. Although it may be urged that, strictly speaking, the Board is only entitled to intervene in disputes which exist in the Metropolis it was felt that where, as in this case, many London firms and workmen were concerned, although represented by organisations having their offices outside of London, it was fully justified in its action.

It may be well to note that a member of this Board, Sir Albert Rollit, M.P., was chosen as an umpire by Mr. William Hickson and Mr. George Thornton, arbitrators elected by the employers' and workmen's representatives on the Board of Conciliation and Arbitration for the boot and shoe trade of London, to determine the minimum wage which should apply to men working in conjunction with lasting and finishing machinery employed by a firm at St. Albans.

The dispute in the building trade having come to the knowledge of the Board, the usual letters offering its services were, in the first instance, sent to the Central Association of Master Builders as representing the employers, and the Building Trades Federation as representing the employed. It was found, however, to be desirable to despatch separate letters to the particular Trade Unions concerned as they were not all included in the Federation. This was accordingly done, and a courteous acknowledgment was received from the Central Association of Master Builders and some of the Trade Unions. The Board's offer, however, was not formally accepted by either party.

The Board received communications from the Belfast Trades Council and the Labour Department of the Board of Trade in connection with the engineering dispute, having been asked in both instances for information as to the form of submission for arbitration usually adopted. Informal and private representations were also made with a view to ascertaining how far the Board's services would be acceptable in dealing with the dispute, which remained until its final adjustment in the hands of the Labour Department of the Board of Trade, the Lord Provost of Glasgow, the Mayor of Belfast, and Lord James, to whose good offices an ultimate settlement was due.

It may be well to put on record the fact that an arrangement between the Thames Ironworks and Ship Building Company—large employers of labour in the Metropolis—and the Amalgamated Society of Engineers, has been in existence since 1894, which provides: "That in the event of any "dispute arising between the Society or its members and the Company, such question shall in the "first instance be referred for discussion to two gentlemen representing the Company and two "gentlemen representing the Society, and that in the event of their being unable to agree they "shall refer the matter to the London Conciliation Board who shall elect an umpire whose decision "shall be final and binding."

At the instance of the Building Trades Group of Trade Unions, and in accordance with a resolution passed at their annual meeting for the election of a representative on the Board, a further effort was made to induce the Operative Bricklayers' Society to meet the Slaters' and Tilers' Union, in order to adjust differences which have existed between them for some time past, and to which reference has been made in previous reports. It is, however, to be regretted that the first-named society did not see its way to accept the suggestion made though the latter was quite willing to resume negotiations for a settlement.

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VI.—RULES OF CERTAIN BOARDS.

(i.) Board of Conciliation for the Coal Trade of Durham.

The Durham Coal Owners' Association and the Durham County Mining Federation hereby agree to form a "Board of Conciliation for the Durham Coal Trade," hereinafter called "the Board."

The following shall be the objects, constitution, and rules of procedure:—

Objects.

By conciliatory means to prevent disputes, and to put an end to any that may arise, and with this view to consider and decide upon all claims that either party may from time to time make for a change in county rates of wages or county practices, and upon any other questions, not falling within the jurisdiction of the Joint Committee, that it may be agreed between the parties to refer to the Board.

Constitution and Rules of Procedure.

1. The Board shall be constituted of the following number of representatives appointed by the following bodies, viz., by the—

Miners' Association - -	9
Cokemen's Association - -	3
Mechanics' Association - -	3
Enginemen's Association - -	3
By the Coal Owners' Association -	18
Total - - -	36

2. The coal owners' representatives on the one hand, the representatives unitedly of the four other associations on the other hand, are, for brevity, herein referred to as "the parties."

3. The Board shall continue till either of the parties gives six months' notice of withdrawal from it, but neither of the parties to withdraw before the end of 1895.

4. An umpire shall be forthwith agreed upon by the Board, or failing agreement, be appointed by the Board of Trade, after conferring unitedly with each of the parties represented by the Board. Each umpire shall hold office until his successor is appointed. The Board shall at its meeting in February 1896, and in the February of each succeeding year, and within one month of the death or resignation of any umpire, proceed to appoint a successor in the manner herein provided.

5. No decision shall be altered until it has been in operation for three months.

6. All questions submitted to the Board shall be stated in writing, and may be supported by such verbal, documentary, or other evidence as either party may desire to adduce and as the Board may deem relevant.

7. All questions shall in the first instance be submitted to and considered by the Board without the presence of the umpire, it being the desire and intention of the parties to settle, by friendly conference if possible, any difficulties or differences which may arise. If the Board cannot agree, then the meeting shall be adjourned, and the umpire shall be summoned to the adjourned meeting, when the matter shall be again discussed, and in default of an agreement by the Board the umpire shall give his casting vote on such matter. The decision of the Board or its umpire shall be final and binding on the parties.

8. The umpire may at his discretion require either party to afford to him the means of obtaining, for the information of the Board only, any facts that, in his judgment are essential to the decision of any question at issue.

9. The parties shall each respectively elect a secretary to represent them in the transaction of the business of the Board, and each party shall give written notice thereof to the secretary of the other party, and both such secretaries shall remain in office until they shall resign or be withdrawn by the party electing them. The secretaries shall attend all meetings of the Board and be entitled to take part in the discussion, but they shall have no power to move or second any resolution or to vote on any question before the Board, unless either secretary be also one of the representatives, in which case he shall in that capacity have all the rights and privileges of a representative.

10. The secretaries shall conjointly convene all meetings of the Board, of which not less than seven days' notice shall be given, such notice specifying the business to be considered, and shall take proper minutes of the Board and the proceedings thereof, which shall be transcribed in duplicate books, and each such book shall be signed by the umpire, chairman or vice-chairman, or other person, as the case may be, who shall have presided at the meeting to which such minutes relate. One of such minute books shall be kept by each of the secretaries. The secretaries shall also conduct the correspondence for the respective parties and conjointly for the Board.

11. The secretaries shall, on the written application of either of the parties made by the chairman and secretary of either party, call a special meeting of the Board within 21 days, at such time as may be agreed upon by the secretaries. The application for the meeting shall state clearly the object of the meeting.

12. Each party shall pay the expenses of its own representatives and secretary, but the costs and expenses of the umpire, stationery, books, printing, hire of rooms for meetings, &c., shall be borne by the respective parties in equal shares.

13. At the first meeting of the Board in each year the Board shall appoint a chairman and vice-chairman, one of whom shall be a representative of the Coalowners' Association and the other of the Miners', Cokemen's, Mechanics', or Enginemen's Association.

14. The chairman, or in his absence the vice-chairman, shall preside at all the meetings at which the umpire is not present as herein provided. In the absence of both chairman and vice-chairman, a member of the Board shall be elected by the majority to preside at that meeting. The chairman or vice-chairman, or other person presiding, shall vote as a representative, but shall not have any casting vote. When the umpire is present he shall preside and have a casting vote only.

15. Ordinary meetings of the Board shall be held as early as possible in the months of February, May, August, and November in each year. The meetings of the Board shall be held at Newcastle or such other place as the Board shall from time to time determine.

16. All votes shall be taken at meetings of the Board by show of hands. When at any meeting of the Board the representatives of the respective parties are unequal in number, all shall have the right of fully entering into the discussion of any matters brought before them; but only an equal number of each shall vote. The withdrawal of the representatives of whichever party may be in excess to be by lot, unless otherwise arranged.

February 18th, 1895.

(ii.) The Cumberland Coal Trade Board of Conciliation and Arbitration.

Agreed to by the Coal Owners and Representatives of the Men at a Meeting held at Workington on 12th February 1895.

1. The title of the Board shall be "The Board of "Conciliation and Arbitration for the Cumberland "Coal Trade."

2. The object of the Board shall be to consider and decide all questions affecting the interest of employers or employed connected with the collieries which join the Board, especially with regard to wages.

3. The Board shall be composed in the manner hereinafter set forth. It shall represent, in the first instance, the employers and the men employed at their collieries, as follows:—The Whitehaven Colliery Company; the Allerdale Coal Company, Limited; the St. Helens Colliery and Brick Company, Limited; the Flimby and Broughton Moor Coal and Fire Brick Company, Limited; the Moresby Coal Company, Limited; Messrs. James Bain & Co.; and the Lonsdale Iron & Steel Company, Limited. If the employers and men at any colliery not connected with the Board shall desire to join it, such desire shall be notified to the secretaries in writing, and signed by the representatives of the employers and men respectively, and by them shall be laid before the standing committee, who shall have power to admit such colliery to membership on being satisfied that the rules of the Board have been or are about to be complied with.

4. The Board shall consist of one employer and one representative of the men from each pit joining the Board. Where two or more collieries belong to the same proprietors each of the pits may claim to be represented at the Board, but the same employer may act for more than one pit, and give a vote in respect of each.

5. The men employed at each pit shall elect a representative at a meeting to be held for that purpose, on such day as may be appointed by the men, and the name of the representative elected, and of the pit which he represents, shall be forthwith sent to the secretaries. The representatives of the men so chosen are hereinafter called "elected representatives."

6. If any elected representative dies or resigns, or terminates his connection with the pit which he represents, or when a majority of the men at that pit at any time wishes to appoint another in his place, a successor shall be chosen in a manner similar to that provided in the last clause for the election of a representative, and he shall take the place of the one removed.

7. Elected representatives shall continue in office for one year from the date of election, and shall be eligible for re-election except when any change is made, as per Rule 6.

8. The due election of a representative shall authorise him to act for the pit which has elected him, and the decision of a majority of the Board, or, in case of equality of votes, of the referee, shall be binding upon the employers and men of all collieries connected with the Board.

9. The secretaries shall convene a meeting of the Board at any time when there is business to transact. The nature of the business for consideration at each meeting shall be set out in the circular calling the meeting, of which not less than three clear days' notice shall be given. The time and place of all meetings shall be arranged by the secretaries when not fixed by the previous meeting.

10. At the first meeting of the Board in each year it shall elect a referee; also a president (who shall be an employer, but he shall not have a casting vote), and two secretaries, and they shall continue in office till the corresponding meeting of the following year, but shall be eligible for re-election. It shall at the same time appoint a standing committee in manner following: the employers shall appoint seven of their number, including the president and secretary; and the elected representatives shall likewise appoint seven of their number, including the secretary, and they shall continue in office till the corresponding meeting of the following year, and shall be eligible for re-election; but either the employers or workmen shall have the power to remove any of the seven members on their portion of the standing committee, and appoint others to act in their places at any time during the year.

The time and place of meeting of the standing committee shall be arranged by the secretaries, and it shall meet as often as business requires.

11. All questions shall be submitted for investigation in writing, and shall in the first instance be referred to the standing committee. It shall consider and have power to settle all matters referred to it, except general rises or falls of wages, or the selection of an arbitrator empowered to fix a general rise or fall. The standing committee may require such evidence to be given by either party as it considers desirable. In case the standing committee cannot agree upon any question, it shall be submitted to the referee, whose decision shall be final. He also shall have power to require such evidence as he may deem necessary. Before any question is considered by the standing committee, a statement of the case, signed by either the employer or by the elected representative of the pit affected, or by both, shall be given to the secretaries.

12. Three clear days' notice shall be given by either secretary to the other of any subject to be brought before the standing committee, and the secretaries shall thereupon convene a meeting of the committee to be held within ten days of the date of the original notice.

13. All votes shall be taken at the Board or standing committee by show of hands, unless any member shall call for a ballot, in which case it shall be taken.

If at any meeting of the Board the employer or elected representative of any pit shall be absent, the other representative of such pit shall not be entitled to vote.

14. Questions of a general adjustment of district wages shall be brought before the full Board, and in case no agreement can be arrived at, a single arbitrator shall be appointed, and his decision shall be final and binding on all parties, subject to the present understanding, viz., that no change will take place in the percentages so long as there is no change made by the Board of Conciliation for the Coal Trade of the Federated Districts.

15. The expenses of the Board shall be divided equally between the employers and the elected representatives, but such expenses shall not include any payment for attendances or railway fares.

16. Should it be proved to the satisfaction of the standing committee that any member of the Board uses his influence to endeavour to prevent the decisions of the Board or of the standing committee being carried out, such member shall forthwith cease to be a representative.

17. Alterations or additions to these rules may be made at any meeting of the Board providing notice of such proposed alterations or additions has been given to the secretaries at least one calendar month before such meeting.

The notice convening any meeting shall set out exactly the alteration or addition to be proposed.

18. The standing committee shall have power to make from time to time such bye-laws for the regulation of their proceedings as they may consider necessary, but all bye-laws must be consistent with these rules.

19. The president shall preside over all meetings of the Board, except where an arbitrator is called in. The standing committee shall elect a chairman, who shall be an employer, but shall not have a casting vote. In the absence of the president or chairman a temporary chairman shall be elected, but he shall not have a casting vote.

20. Either the employers or the elected representatives may give six months' notice to terminate the Board, at the expiration of which time the Board shall be dissolved.

(iii.) Clyde Standing Committee of Shipwrights, Joiners, and Employers for the Demarcation of Work.

1. A Committee shall be formed for the purpose of arranging any difference which may arise either as to the definition of any clause in the lists, or as to the demarcation of work arising between shipwrights and joiners in Clyde shipyards.

2. The Committee shall consist of three shipwrights, three joiners, and three employers.

3. All differences which cannot be settled by the parties themselves in the yard in which they arise, shall be submitted to the Committee.

4. Should a dispute arise which cannot be mutually arranged by the parties themselves in the yard in which it occurs, in order that work may proceed and irritating stoppages prevented, while at the same time perfectly safeguarding the legitimate rights of either trade, the individual firm shall be empowered to give a *temporary* decision; but said decision must not be adduced in evidence or in any way used to prejudice the ultimate arrangement of the question. The said question must then be forthwith submitted without delay to the Standing Committee for their consideration and decision.

5. The members forming the Committee shall be nominated by their respective constituents once a year, and shall serve for twelve months. When required by any one of the three parties, a meeting of the Committee must be held within six days of date of request.

6. If any member give written notice that he may be unable to attend the meetings of the Committee for six weeks, a substitute may be appointed to act in his place. Six to form a quorum. In all cases the voting power of the three parties represented on the Committee shall be equal, *i.e.*, should one of the Representatives of either of the three parties be absent, an equal number of the representatives of the other two parties shall abstain from voting. Should a tie in voting, on any question that may be submitted to the Committee, arise through the absence of any member, the decision on such question shall be adjourned to a full meeting of the Committee.

7. On the constitution of the Committee, they shall at once proceed to appoint a gentleman to nominate twelve or fifteen disinterested gentlemen as referees.

8. Should the representatives of any of the parties forming the Committee be dissatisfied with any of its decisions, they may, at the time, or within three days of such decision being given, demand that it shall be referred to three of the nominated referees, one to be chosen by each party at a joint board meeting without any party having any communication with the nominees; the secretary to inform them of their selection, and the decision of such three referees shall be final.

9. Should the referees confirm the previous decision of the Committee, the party appealing against such decision shall pay the whole expense of the appeal; but should the referees set aside the previous decision of the Committee, then the expense of the appeal shall form part of the general expenses of the Shipwrights' and Joiners' Committees.

10. The representatives of the party making a complaint, or claiming to do any work, shall state their case to the Committee, and all parties shall have power to call witnesses from any of the yards on the river.

11. The decisions of the Committee, or referees, as the case may be, shall apply to all yards on the river, and stand good for twelve months, and for such further time as they are not called in question by being brought before the Committee for re-consideration.

12. Each of the three parties represented on the Committee shall bear their own expenses.

13. The Committee shall have power to elect one of their number to act as chairman, and to regulate their proceedings on the above basis, their decisions to be printed in an appendix from time to time.

(iv.) Boot and Shoe Trade Conciliation Boards.

Rules drafted by the General Joint Committee, and settled by Lord James, pursuant to resolution iv. of the Board of Trade terms of settlement, dated 19th April, 1895, to be submitted to and adopted by the Local Boards, with or without amendment in matters of detail.

RULES OF THE BOARD OF CONCILIATION AND ARBITRATION FOR THE BOOT AND SHOE TRADE OF

I.—The Board shall be named the Board of Conciliation and Arbitration for the Boot and Shoe Trade of

II.—The Board shall be deemed to be constituted under, and bound by, the terms of settlement arranged at the Conference, held at the offices of the Board of Trade on the 19th day of April, 1895, between representatives of the Federated Associations of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives.

III.—That the terms of settlement mentioned in the preceding Rule II., and which are set out in the Schedule hereto, must be deemed to apply to the proceedings of the Board, and the Board shall have no power to over-ride or amend such terms of settlement, or to make rules which shall in any way contravene them.

In accordance with the terms of settlement, the Board shall have full power to settle all questions submitted to it concerning wages, hours of labour, and the conditions of employment of all classes of workpeople represented thereon within its district, which it is found impossible to settle in the first place between employer and employed, or secondly, between their representatives.

IV.—That every statement of wages, provision for minimum wage, regulations as to hours of labour, or conditions of employment, decision of the Board and award of arbitrators, shall apply in all cases where an employer and his workpeople are represented by the Board. Provided no Board shall claim jurisdiction over the conditions and terms of employment of workpeople outside its district. But no actual work shall be sent out of a district which has been the subject of an award in that district.

V.—That the Board shall be constituted as follows:—Six representatives of the manufacturers, and six representatives of the workmen, residents in the district; three of each to form a quorum. The representatives to be elected by a special or general meeting of their own bodies, who shall serve for one year and be eligible for re-election. That no member of the Board shall vote upon a question affecting an establishment in which he is directly interested as an employer or workman.

VI.—That the Board shall at its first and annual meetings elect a chairman, vice-chairman, secretary and committee of inquiry, consisting of two manufacturers and two workmen, or appoint sectional or subsidiary Boards consisting of four manufacturers and four workmen, who shall hold office in like manner to the Board. In any case where two candidates proposed for the chairmanship are of different classes, and the votes recorded for them are equal, the candidate belonging to the class from which the chairman was not elected in the previous year shall be declared to be elected.

VII.—That the Board at its first meeting elect an umpire, or in case of disagreement each side shall, within seven days, elect an arbitrator, to whom shall be remitted for arbitration any question referred to the Board under the Board of Trade terms of settlement which it is unable to settle or determine. Should the

two arbitrators not agree, the question shall be referred to an umpire appointed by themselves, or failing such an appointment, to an umpire to be appointed by the President of the Board of Trade for the time being. The decision of the umpire in each case shall be final and binding on all parties. In case of the death or resignation of an umpire or arbitrator, his successor shall be appointed at the first subsequent meeting of the Board.

VIII.—The question whether the representatives of the press shall or shall not be admitted to any of the meetings of the Board shall be determined by the majority of votes of those present. In case of the numbers of those voting on such question being equal, the chairman may give a second or casting vote.

IX.—That the Board shall meet at such times as it may determine, but not less often than once a quarter, and on a requisition signed by three of its members (specifying the nature of the business to be considered) being lodged with the secretary, who shall within seven (but not in less than three) days notify the whole Board of such meeting, stating the terms of the requisition.

X.—That all questions submitted by the committee of inquiry to the Board for consideration, and by the Board to the umpire or arbitrators for adjudication, shall be embodied in writing, stating clearly the nature of the question or dispute at issue, such statements to be lodged with the secretary at least three days prior to the Board meeting, or sitting of umpire or arbitrators. Notice of other business to be brought before the Board shall be given whenever practicable, but the order in in which such business shall be taken to be left to the Board.

XI.—That if at any meeting of the Board both the chairman and vice-chairman are absent, the majority present shall elect a chairman. The chairman shall only have one vote.

XII.—That if at any meeting of the Board the number present is unequal, the right of discussion is reserved to all; but whichever body is larger than the other must withdraw by arrangement so many of their colleagues as are in excess before a question is put to the vote.

XIII. That in case of resignation, death, or continued non-attendance of any member of the Board, that side of the Board to which such member has been elected may choose another person to fill up the vacancy, who shall serve until the Board retires.

XIV.—That the procedure in cases of disputes between an employer and his workmen should be as nearly as possible the following:—

(*a.*) The workmen shall first bring the matter before the employer or foreman.

(*b.*) Should they not be able to agree, the representatives of the Employers' Association and the representatives of the Workmen's Union shall endeavour to settle the matter in dispute.

(*c.*) If the representatives referred to in sub-section (*b*) are unable to arrange terms, the Secretary of the Board shall forthwith advise the committee of inquiry of the dispute.

(*d.*) In the event of the committee of inquiry being unable to settle the dispute. it shall be referred to the Board, and failing a decision, then to the umpire or arbitrators, who shall be asked to give their decision within seven days from the date of hearing.

XV.—That when a dispute cannot be settled between an employer and his workmen, or the representatives of both, the same rate of wages, or hours of labour, or conditions of employment, that obtained prior to the dispute, shall continue until a decision is given by the committee of inquiry, or Board, or arbitrators as the case may be. If there be no precedent as to wages, hours, or conditions, a provisional resolution on these questions may be given by the committee of enquiry, or Board, or arbitrators, and must be observed, but without prejudice to either party to the dispute.

XVI.—That all referred questions or disputes shall be submitted by members of the Board, with liberty to call witnesses on either side; the work in dispute to be submitted at all such meetings for inspection. Provided that where witnesses are to be called by either side of the Board, or by either of the parties to the dispute, no evidence shall be taken, unless six days' notice has been given of the character of the evidence intended to be given, and of the locality from which the witnesses intended to be called will be brought.

XVII.—That there must be no suspension of work either at the instigation of the employers or workmen, the main object of the Board being to prevent this. If any suspension of work takes places the Board may refuse to inquire into the matter in dispute till work is resumed; whilst the fact of its having been interrupted will be taken into account on considering the question. That in order that the complainant or complainants may not lose through waiting, any recommendation of the committee of inquiry, or any decision of the Board shall be made to date back to the time of the complaint being sent in.

XVIII.—Should any case arise in which Rule XVII. as to suspension of work, should be contravened, a meeting of the Board may be called immediately and without previous notice by the chairman to consider the case.

XIX.—That any expenses incurred by the Board are to be borne equally by the employers and workmen.

XX.—That no alteration or addition be made to these rules except at a quarterly meeting, or at a special meeting convened for that purpose. Notice of any proposed alteration shall be given in writing one month previous to such meeting.

(v.) Board of Conciliation and Reference for the Lace Trade.

Name of Board.

1. That a Board of Trade be formed, to be styled the "Board of Conciliation and Reference for the Lace Trade."

Object of the Board.

2. That the object of the said Board shall be to confer on any questions that may be referred to it, from time to time, and to interpose its influence to put an end to any dispute that may arise. No question to be entertained unless the employés are at work.

Constitution of Board and election of representatives.

3. The Board to consist of 13 manufacturers and 13 operatives, five of each to form a quorum, the manufacturers to elect six levers, four curtain, and three plain net representatives, and the operatives six levers, four curtain, and three plain net representatives. The manufacturers to be chosen by the Lace Manufacturers Association, and the operatives by the Amalgamated Society of Operative Lace Makers. The whole of the delegates to serve for one year, and to be eligible for re-election. The new council to be elected in the month of January in each year.

Decision.

4. The decision of the Board shall be binding on the parties to any dispute submitted by them.

Committee of inquiry.

5. That a committee of inquiry elected by the Board (consisting of four employers and four workmen, namely: two members of the levers' branch, one member of the curtain branch, and one member of the plain net branch on either side), shall inquire into any cases referred to it, such Committee to use its influence in the settlement of disputes. But in no case shall the Committee make any award. The Committee to be appointed annually at the first meeting of the Board.

Conditions as to the action of the Board.

6. All cases of dispute which do not come within the province of the Committee of Inquiry, or which may have been submitted to the same without any recommendation for settlement being arrived at, shall be first sent to the section of the trade to which they refer.

Should the section fail to agree upon any recommendation for settlement of the question referred to it, it shall then be submitted to the full Board, the final vote to be taken by ballot, but in no case shall any question in dispute be discussed by the section and full Board for a longer period than one month before being voted upon, and in case of the numbers being equal, the question shall be dealt with under Rule 10.

In no case can any settlement be considered binding without the same being ratified by the full Board, except such questions as are dealt with under the aforesaid Rule 10.

Election of officers.

7. That the Board shall, at its first meeting in each year, elect a president, vice-president, treasurer, and two secretaries, who shall continue in office for one year, and be eligible for re-election.

Meetings of the board.

8. That the Board shall meet for the transaction of business once a quarter, viz., the last Monday in January, April, July and October; but on a requisition to the president, signed by three members of the Board, specifying the nature of the business to be transacted, he shall, within fourteen days, convene a meeting of its members. The circular calling such meeting shall specify the nature of the business for consideration.

Reference of disputes.

9. Either party to any dispute shall forward a written statement of their case to the secretaries of the Board, who shall call a meeting within seven days of receiving the same, to consider the question.

Provision for Board. meetings and proceedings to be adopted.

10. That the president shall preside over the meetings of the Board, and in his absence the vice-president; in the absence of both president and vice-president, a chairman shall be elected by the majority present. The chairman to have but one vote, and in case of numbers being equal (the vote having been taken by ballot as provided in Rule 10), the question in dispute shall be referred within fourteen days to two referees, one to be chosen by either side, who forthwith, and before entering upon their duties, shall appoint an assessor, whose decision (the referees not having agreed within seven days) shall be given within seven days.

That the assessor be present at all meetings of the referees, to obtain evidence on which to base his decision, if called upon. No evidence to be taken by the assessor except in the presence of the referees.

Decision of referees, &c.

The decision of either the referees or the assessor shall be final and binding upon both parties.

As to voting.

11. That when at any meeting of the Board, the number of employers and workmen is unequal, all shall have the right of fully entering into the discussion of any matters brought before them, but only an equal number of each shall vote. The withdrawal of the members of whichever body may be in excess to be by lot.

Expenses be met.

12. That any expenses incurred by this Board be borne equally by the operatives and employers, and the accounts to be produced and passed at each quarterly meeting.

Alteration of rules.

13. That no alteration or addition be made to the rules except at a quarterly meeting or a special meeting convened for the purpose. Any member of the Board intending to propose an alteration or addition shall furnish the exact terms thereof, in writing, to the secretaries, twenty-eight days before such meeting, and the secretaries shall give twenty-one days' notice of the same to each member of the Board.

As to non fulfilment Board's decision.

14. *Section A.*—Any member of the Lace Manufacturers' Association who may be reported to the Board as not complying with the decisions of the Board of Conciliation and Reference, in respect to the price per rack, &c., and who shall have been ultimately found guilty of such malpractices, after a full and searching inquiry into the same, shall pay the whole of the costs incurred by such inquiry, in addition to the difference in wages, from the time such complaint was given notice of. Upon the refusal of such employer to conform to this rule, the Lace Manufacturers' Association shall refuse any pecuniary assistance to such defaulting member, and the Operatives' Association shall have the full power of withdrawing workmen from the service of such employer. Also that the Lace Manufacturers' Association shall pay an equal proportion of the expenses so incurred so long as the employer in question remains a member of the Lace Manufacturers' Association.

Section B.—Any member of the Amalgamated Society of Operative Lace Makers who may be reported to the Board as not complying with the decisions of the Board of Conciliation and Reference, in respect to the price per rack, &c., and who shall have been ultimately found guilty of such malpractices, after a full and searching inquiry into the same, shall pay half the cost of such inquiry, and should he fail to do so, the Amalgamated Society of Operative Lace Makers shall be held responsible for the same.

(vi.) Ulster Conciliation Board.

[*Adopted by the Council of the Belfast Chamber of Commerce on the* 24*th October* 1895, *submitted to Meetings of the Belfast United Trades and Labour Council, and finally revised and adopted at the first meeting of the Board on* 11*th December* 1895.]

I. That a permanent body be constituted, to be called the "Ulster Conciliation Board," which shall be affiliated to the Belfast Chamber of Commerce, and that its composition shall be as follows, viz.:—

(*a.*) Twelve members representing capital, or employers, to be elected by the Council of the Chamber.

(*b.*) Twelve members representing labour, to be elected by the Belfast United Trades and Labour Council.

(*c.*) The foregoing bodies need not necessarily confine their nominations to their own membership.

(*d.*) The formation of the Board shall date from its first meeting on 11th December 1895. Its original members shall hold office for not exceeding three years as may have been, or may be, from time to time, determined by the electing bodies respectively. Retiring members are eligible for re-election.

(*e.*) Any vacancies arising on the Board shall be filled within three months by the nomination of a new member by whichever of the two bodies nominated the retired or deceased member. Any such newly nominated member shall hold office for the unexpired term of his predecessor in office.

II.—The duties of the Ulster Conciliation Board shall be as follows:—

(*a.*) To promote amicable methods of settling labour disputes and the prevention of strikes and lock-outs generally, and especially in the following methods:—

1. They shall, in the first instance, invite both parties to the dispute to a friendly conference with each other; offering the rooms of the Chamber of Commerce as a convenient place of meeting. Members of the Board can be present at this conference, or otherwise, at the pleasure of the disputants.
2. In the event of the disputants not being able to arrive at a settlement between themselves, they shall be invited to lay their respective cases before the Board, with a view to receiving their advice, mediation, or assistance. Or, should the disputants prefer it, the Board would assist them in selecting arbitrators, to whom the questions at issue might be submitted for decision.
3. The utmost efforts of the Board shall in the meantime and in all cases, be exerted to prevent, if possible, the occurrence or continuance of a strike or lock-out until after all attempts at conciliation shall have been exhausted.

The Ulster Conciliation Board shall not constitute itself a body of arbitrators except at the express desire of both parties to a dispute, to be signified in writing; but shall in preference, should other methods of conciliation fail, offer to assist the disputants in the selection of arbitrators chosen either from its own body or otherwise. Any dispute coming before the Board shall, in the first instance, be referred to a Conciliation Committee of the particular trade to which the disputants belong, should such a Committee have been formed.

The Board shall draw up a form of submission which shall be signed by the disputants in every case for arbitration before the Board

shall be called upon either to act as arbitrator or to nominate arbitrators. This form, after signature, shall be handed to to the secretary, who shall then have power to summon the Board.

(*b.*) To collect information as to the wages paid and other conditions of labour prevailing in other places where trades or industries similar to those of Ulster are carried on, and especially as regards localities, either in the United Kingdom or abroad, where there is competition with the trades of Ulster. Such information shall be especially placed at the disposal of any disputants who may seek the assistance of the Ulster Conciliation Board.

III.—Where separate Trade Conciliation Committees are formed they shall be composed of equal numbers of employers and of employed.

Each trade shall elect its own representatives, employers and employed voting separately for the election of their respective representatives. The number of members and the general rules of procedure shall be determined by each particular trade, subject to the approval of the Ulster Conciliation Board.

It shall be the duty of the Trade Conciliation Committees to discuss matters of contention in their respective trades; to endeavour amicably to arrange the same, and in general to promote the interests of their trade by discussion and mutual agreement. In the event of their not being able to arrange any particular dispute, they will refer the same to the Ulster Conciliation Board, and in the meantime use their most strenuous endeavours to prevent any strike or lock-out until after the Ulster Conciliation Board shall have exhausted all reasonable means of settlement.

IV.—The Belfast Chamber of Commerce, as far as conveniently may be, places its rooms at the disposition of the Ulster Conciliation Board and of the Trade Conciliation Committees for holding their meetings.

V.—The above rules shall be subject to bye-laws, to be specially framed for the purpose.

VI.—That the ordinary working expenses of this Board shall be borne equally by the employers and employed, as represented by the Belfast Chamber of Commerce on the one hand and the United Trades and Labour Council on the other.

In any case where the services of the Board shall have been called in it shall be within the discretion of the Board to levy such contribution upon the disputants equally as shall be thought reasonable to defray the expenses incurred in the hearing of the cause.

VII.—Any alteration in the rules or bye-laws of the Ulster Conciliation Board or of the separate Trade Conciliation Committees, shall not take effect till agreed upon by the Board or Committee concerned and the Belfast United Trades and Labour Council, and ratified by the Council of the Chamber of Commerce.

BYELAWS.

Separate Trades Conciliation Committees.

1. Any trade carrying on its operations in Ulster can form a Conciliation Committee of its own trade under the foregoing rules.

2. Each Committee shall elect its own chairman, who may be either a member of the Committee, or a person chosen from outside the Committee. Should the chairman be a member of the committee, he shall not have a second or casting vote. If the committee, however, should elect a chairman not being a member of the committee, either as general chairman, or to preside on any special occasion, he shall not vote with the committee, and the committee shall decide at the time of his election whether he shall have a casting vote or otherwise. The committee shall also elect a vice-chairman, who shall, in the absence of the chairman, exercise the same power as the chairman.

3. In the event of any question being put to the vote at any meeting where the number of representatives of the employers and employed shall not happen to be equal, any member present shall have the right to claim that the voting power of each order shall be equal, irrespective of the numbers present. In this case the chairman shall call upon the order whose numbers predominate to exclude from the voting such a number of their order for the time being as shall suffice to produce an equality of voting between the two orders, the chairman counting himself as one of the order to which he belongs.

4. A quorum shall consist of not less than one-third of each order.

5. All voting to be taken by show of hands.

Ulster Conciliation Board.

6. The Board shall elect its own chairman and vice-chairman who shall vote with the Board, but shall not have a second or casting vote. It shall also elect its own secretary.

7. The regulations of Bye-law 3 as laid down for the guidance of the Trade Conciliation Committees, shall also apply to the Ulster Conciliation Board.

8. The chairman of the Board shall be selected from among the nominees of the Belfast Chamber of Commerce, and the vice-chairman from among those of the Belfast United Trades and Labour Council.

9. In the event of equal voting on any question in dispute, the Conciliation Board may apply to the Board of Trade to appoint a chairman, whose decision shall be binding on the disputants.

APPENDIX III.

NOTES and OBSERVATIONS upon the LABOUR DISPUTES of 1895, detailed in Appendix I., from RETURNS made by EMPLOYERS and TRADE UNIONS, and from other sources.

10. With reference to this dispute, the trade union branch secretary states:—

"The real cause of this dispute was the builders putting a labourer to do the work of a mechanic, namely, sanitary work. This is strongly objected to by the Operative Bricklayers' Society. The exposure of bad sanitary work in the past must give one the idea that it requires a competent bricklayer to carry out this said work if properly constructed."

The employer observes:—

"This dispute, in our opinion, was really one as to whether non-union men should be employed side by side with the union men. Previously to this strike the labour society had threatened to strike, unless a labourer who refused to join the society was withdrawn from the job by us so as to preserve peace and save trouble. Our Mr. ———, who is a bricklayer himself, contends that the object is wrong altogether, as the majority of the sanitary work throughout London is executed by trained labourers kept specially for that class of work."

As a means of preventing disputes, the trade union secretary suggests:—

"Strikes may, in my opinion, be avoided by having one body of rules to be binding on the whole building trades or others. Same to be decided by a Labour Council appointed by Parliament, which employers should not violate. The said rules as laid down to be binding on both parties, employers and employed."

15. The employer gives as the cause of this dispute:—

"Two bricklayers were asked to sign our Profit-sharing Agreement; they declined to do so, and we then offered them the rates of wages we were paying our own bricklayers, and as those rates were below union rates they would not accept them.

19. For settling labour disputes, the employers suggest:—

"The appointment of Government officials who, upon receipt of intimation that a dispute has occurred in a certain district, shall immediately put themselves into communication with such disputants, and after arbitrating upon such matter give their decision, such decision to be final and binding. Of course there may be difficulty in enforcing this should the decision be to the prejudice of the employés, but by strict laws there should be no difficulty in enforcing it; for example—Whenever a dispute occurs such dispute shall affect all artisans of that trade, in which the trouble occurs within a certain radius of the sphere of the strike, and that it shall be illegal for such workmen who were working on that particular work at the time of the said trouble to obtain work in other parts of the country, and that societies which encourage the men to insubordination and find money for such end shall be liable to punishment. In our opinion trade unions, unless restricted in their sphere of action, will become a source of danger to the trade of the country at large."

They observe, with respect to the termination of the dispute:—

"The work has been completed by a few non-union men, but the slow progress caused us great loss."

21. The following is the amended code of rules agreed upon by the builders and bricklayers at Halstead, Essex, as a setttlement of this dispute:—

Halstead, Essex.—Working Rules for Bricklayers, April, 1895.

1. That the general rate of wages be 6*d.* per hour to all capable workmen. Apprentices (who must not be over 25 years of age) and foremen to be paid at such rate as may be agreed upon between them and their employers.

2. That the ordinary hours of work shall be from the 1st day of March to the last day of October, for the first five days in each week from 6 a.m. to 6 p.m., with two hours allowed for meals, Saturdays from 6 a.m. to 1 p.m., with an hour for breakfast, and from the 1st day of November to the last day of February from 7 a.m. to 5 p.m., with one hour allowed for meals.

3. That a lock-up shed shall be provided for the accommodation of the workmen for their tools and in which to have their meals on all works exceeding 500*l.* in value.

4. That on all works over two miles away from employer's yard the workmen to be paid ½*d.* per hour extra, but no walking time to be paid to and from the job.

5. That in all cases where workmen lodge out of the town they are to be paid 1*d.* per hour extra on condition they only come home on the Saturday.

6. That no extra rate of wages be paid for overtime at employer's request until after 8 p.m.; 1*d.* per hour extra to be paid after that time, and 2*d.* per hour extra for Sunday work.
7. That one hour's notice shall be given on either side to terminate any engagement.
8. That no labourer be allowed to do bricklayer's work of any kind.
9. That no alterations shall be made in these rules without six months' notice being given on either side, and such notice to terminate on 31st March.
10. These rules are adopted subject to all master builders in the district conforming thereto.

One employer engaged in the dispute says:—

"I should suggest as a means of settling trade disputes in case of strikes that the Government should fill the places vacated by the strikers until a satisfactory settlement could take place, dictated by an efficient board in connection with each particular trade."

22. The secretary to the Master Builders' Association says, with respect to this dispute:—

"The wages question was settled by a compromise, but they wanted to force a code of working rules upon us, prohibiting the employment of pensioner labour, although we had no desire to avoid paying the maximum rate of wages to competent men, nor would they consent to the insertion of additional clauses providing for a classification of labour."

25. An employer, in answer to the invitation to suggest means of preventing or settling labour disputes, says:—

"This question is too wide to answer herein, I think it may be attributed to bad organisation of both men and employers, and the matter requires to be attacked at the root."

32. The secretary to the Master Builders' Association of Oxford makes the following observations respecting the bricklayers' dispute in June:—

"Until the early part of May last the bricklayers were joined together with the carpenters, plasterers, painters, plumbers, and labourers in a body known as the Oxford Building Federation. This Federation and the Master Builders' Association had formed the Oxford Building Trade Conciliation Board. However, in May the bricklayers, through private cause of quarrel unknown to me, left the Federation, and *ipso facto* ceased to be members of the Board of Conciliation. They immediately after gave the builders short notice of a rise of wages, and upon their demand being refused they struck on the 1st of June. I may add that the rules governing the Conciliation Board have since been altered so that bricklayers could again join it on an independent basis if they wished to do so, but they refuse."

35. The employer states, with reference to the question in dispute:—

"The rules at present in force between York masters and men do not contain any clause forbidding the employment of non-society men, and as one rule fixes the period for notice of alteration of rules to be three months to expire May 1st, it was only necessary for the Masters' Society to claim action on this rule to end the dispute at all events for the present. I might say that the men against whom this strike was directed were all my regular hands, all of whom received the full rate of payment. Seven of them have been in my employ from 20 up to 35 years."

The local secretary of the builders' labourers' union says:—"The operative bricklayers of the city of York agreed with the labourers that no society bricklayers should work with non-society labourers, and that society labourers should not work with non-society bricklayers. The dispute with Mr. ———— was through the labourers' society drawing out their men because one bricklayer was not a member of the Operative Bricklayers' Society, nor would become one. According to agreement the bricklayers came out with the labourers. At the meeting of deputations held on 22nd July, Mr. ———— told the deputation that the man in question had an interest in the firm."

36. The employer makes the following suggestions for preventing or settling disputes:—

"Legislation, making all labour unions to be incorporated and registered, so that employers have not to fight a shadow; stoppage of all picketing, and drastic fines or imprisonment for terrorising the British working man; and more backbone in the two political parties."

40. The following is the apprentice agreement upon which this dispute arose:—

Apprentice Registration Agreement, 1895.

At a MEETING of the ASSOCIATED MASTER BRICKBUILDERS of GLASGOW, and the DELEGATES of the OPERATIVE BRICKLAYERS' ASSOCIATION of SCOTLAND, held in Building Trade Exchange, Gordon Street, on Thursday, 30th May, the following RULES were agreed to:—

Rule 1.

That a register of all apprentices be kept, and that a fee of 5*s*. be paid for registering each apprentice within six months from date of starting the trade, and that this society only recognises apprentices from date of registration.

Rule 2.

It is understood that an employer on registering an apprentice has agreed to keep him for five years from date of starting, and that if any apprentice leaves his employer after being registered, notice to be given to this association.

Rule 3.

That no apprentice shall be allowed to change from one employer to another except in cases of death, failure, or retirement from business, and any employer taking on such apprentice and refusing to discharge him after being requested to do so, shall be held as infringing the rules.

Rule 4.

That all disputes or difficulties which may arise with reference to the apprentice question, be referred to the decision of the secretaries of the Employers and Operatives' Associations, and failing their agreeing, then to the respective associations for settlement.

Rule 5.

Should either party desire any alteration of any of the rules now existing between masters and operatives, three months' notice to be given. Notice to be sent to the secretary of either in writing.

The Master Builders' Association is stated to have disapproved of the action of the firm in question in employing as many as 24 apprentices, and as the result of a conference between the Bricklayers and Master Builders' Associations, held on 11th October 1895, the following clause limiting to 10 the number of apprentices for any one employer (a number which is stated to have been the "use and wont" for 50 years past) was added to the foregoing agreement:—

"It is also understood that the number of apprentices employed by any firm or individual be limited to 10."

53. The employer suggests conciliation or arbitration as a means of settling disputes, with a tribunal of three, the mayor, stipendiary, and county court judge, to act as umpires.

57. With reference to the cause of this dispute the employer observes:—

"Alteration of system became compulsory, from the great increase in the percentage of wages paid for given quantities of manufactured goods, caused by the workmen as a whole decreasing the output, and necessitating the employment of a greater number of hands to such an extent as to render the business unprofitable, and which as a matter of fact has been carried on for two years at an actual loss. Under the day wages system it has proved to be an impossibility to successfully compete against foreign imported joinery."

The employer suggests for *preventing* disputes—"The yearly election by the workmen (both "union and non-union) of two representative employees in whom they may have confidence, to "explain at their union and for other meetings of the workmen, the employers' views on the disputed "questions of their particular branch of trade before a strike be ordered."

For *settling*—"Abolish picketing by arresting pickets when found so acting. Protect men "willing to work from the coercion, molestation, and intimidation of the strikers and their colleagues."

58. For settling disputes the secretary to the Dundee Master Joiners' Association suggests:—

"From the experience had in settling this and past strikes it appears that the best means would be for representatives of both parties to meet under a neutral chairman, who would keep them from introducing irrelevant matter, and allay heated discussions and prevent recriminations."

59. The trade union branch secretary makes the following observations in answer to invitation to suggest means of preventing or settling disputes:—

"The employer to consider the employees, and when spoken to by any workman of any grievance or a desire to improve his position, not to treat him and those he speaks for as though he had committed a crime unpardonable. The workman to know that to assure his own and his employer's success must at all times be prepared to do a fair day's work, and in no way consider it either his right or any part of his duty to act unreasonably, but considerately demand no more than what is due."

61. The following account of the mediation in this case appeared in the June, 1895, number of the "Labour Gazette":—

"CARPENTERS and JOINERS' DISPUTE at LEICESTER.

"The working agreement existing between the operative carpenters and joiners of Leicester and the Employers' Association being terminable on the 31st March last, was not at once renewed

on account of certain notices of change given on behalf of the operatives and counter notices on the part of the Master Builders' Association. The principal alterations proposed in the local byelaws were:—1. An advance in the rate of wages from 8*d.* to 8½*d.* per hour. 2. The abolition of the piece-work system. 3. The deletion of the rule requiring that union men shall work in harmony with non-union men. There were also a few minor matters in dispute. The employers were willing to concede the advance of wages demanded, but declined to give way on the other principal points. The operatives, therefore, came out on strike on April 1st to the number of 400, but about 100 remained at work under non-associated employers at the advanced rate of wages. The stoppage continued throughout April and May, the negotiations entered into from time to time between the parties leading to no definite result.

"On May 30th both parties requested the Board of Trade to appoint a mediator to preside at a joint conference for the purpose of putting an end to the dispute. Accordingly, the Board of Trade appointed Sir William Markby to act as chairman of the proposed meeting, which was held at the Town Hall, Leicester, on Thursday, June 6th, at 3 o'clock. The conference lasted until 9 o'clock, when terms of settlement were signed by both sides.

"The following is the form in which the rules in dispute were ultimately agreed to:—

"Rule 7, clause 1, paragraph 2:—Where one at least and not more than three journeymen are employed, a second apprentice may be engaged when the first apprentice has entered upon the last two years of his term.

"Clause 2:—Each employer shall have power to conduct his business in any way he may think advantageous in the matter of using machinery and in all details of management, not infringing the individual liberty of the workman.

Rule 8, clause 3. (New sub-section):—In case of any dispute arising under clause 2, rule 7, the matter shall be referred to the council constituted as above with a mediator, and no action shall be taken on either side to discharge or withdraw men in reference to any dispute under clause 2 of rule 7 until the point or points in dispute have been discussed by the council. In case the council should fail to settle all or any of the points in dispute, no men shall be discharged or withdrawn in reference to the matters still unsettled until after the expiration of a fortnight from the last meeting of the council at which these matters were considered.

"The questions of the employment of non-society men and of piece-work were omitted from the working rules, and dealt with in the following separate memorandum:—

"Memorandum of agreement made between the undersigned representatives of the Leicester Master Builders' Association and of the Operative Society of Carpenters and Joiners, Leicester District, 6th day of June 1895.

"1. That the Operative Society of Carpenters and Joiners shall not interfere with the employment of non-society men or with the arrangements of masters as to piece-work for six months from this date, and then only under the provisions of clause 3 of rule 8.

"2. The employers shall reinstate all their old employees as far as possible before any new men are taken on."

The trade union branch secretary makes the following observations:—

"Notices of alteration went in November 1894 should be negotiated upon and determined by March 31st. Our members are of opinion that employers showed no disposition of settlement in council, and only wished to call in umpire. We could not agree to anyone acting as arbitrator, as very important proposals came from the employers on their liberty of letting piece-work and employing non-union men. We were determined not to have anything of this in our local rules, as our general laws prohibited our acknowledging the principles of such, still leaving employers their liberty. At the last moment employers agreed to advance of ½*d.*, leaving rules to be settled afterwards. We were not satisfied, as rules were very important. After being out three weeks we met and agreed upon a set of rules to be placed before both bodies of members, both sides in council having made concessions, we on our part extending the hours to 56½ to suit the employers, and to be uniform with bricklayers and labourers, the employers representatives agreeing on their part to delete the rule mentioning piece-work and non-society men. Our body of members accepted them, but Employers' Association agreed to them only on condition that we still have the piece-work and non-society rule in.

Thus we acted on the defensive for the remaining seven weeks of the strike, and on the principle of upholding our general rules.

At the conference, June 6th, the employers agreed to keeping out of the rule in dispute, the wages to be 8½*d.*, and the hours to be 56½.

Respecting the hours we regret the extension very much, as we have desired a reduction rather than the reverse."

For settling disputes he suggests:—

"Meeting in council, equal number of representatives and chairman (not arbitrator), who shall conduct the business in fairness, but without any vote or veto whatever."

62. The trade union secretary says:—

"The strike was first broached by the non-unionists, and, of course, the union took it up."

In suggesting "unionism" as a means of settling or preventing labour disputes he observes:—

"If half of the number affected had belonged to the society, we should never have had to come out at all."

70. The employer makes the following observations and suggestions for settling disputes —

"1. There should be free facilities for all boys (so desirous) to acquire trades, and so keep up the supply of men.

"2. All mechanics claiming full wages should be competent workmen, and contractors should have some redress for work improperly done, which he himself is liable for in all contracts.

"3. A court, say of three master builders and three mechanics elected by their own bodies for three years, and small fixed salary from Government to pay expenses, and a secretary; with power to appoint an umpire annually, to be appealed to, if necessary."

76. In suggesting arbitration as a means of settling disputes, the secretary to the Master Builders' Association says :—

"A peculiar feature in our trade is that the men are always in favour of a legal gentleman to act as arbitrator."

79. An employer engaged in this dispute suggests :—

For *preventing*—"Annoyance nearly amounting to intimidation must be got quit of."
For *settling*—"Three parties, either mutually chosen or permanently appointed for a given time for certain districts, might be useful."

86. The following is the code of working rules put forward by the trade union, and eventually agreed to by the employers :—

Local Code of Working Rules of the Weston-super-Mare Carpenters and Joiners, June 1st, 1895.

Trade Disputes.

1. All trade disputes shall be settled by an equal number of delegates from the masters and men, who shall appoint an independent chairman, with a casting vote.

Time.

2. All time to be paid by the hour.

Hours of Working.

3. That from the first Monday in March to the first Monday in November the working time shall be, the first five days from 6 a.m. to 5.30 p.m., with 1½ hours deducted for meals; Saturdays from 6 a.m. till 1 p.m., with half an hour only deducted for meals. From the first Monday in November to the first Monday in March the working time shall be, the first five days from 7 a.m. to 5 p.m., with one and a half hours deducted for meals; Saturdays from 7 a.m. till 1 p.m., with half an hour only deducted.

Wages.

4. The average wage shall be 7*d.* per hour.

Overtime.

5. That no time be paid for as overtime until the usual day's work is done, then overtime to be paid for at the following rate: time and a quarter for the first two hours, time and a half for all time after.

Walking Distances and Lodgings.

6. That all walking distances be computed from the shop or yard in which the men are employed, and that all men sent out to work from the yard shall walk the first mile in their own time, that afterwards walking time shall be allowed at the rate of three miles per hour, or lodgings paid, the men to walk home in their own time.

In jobs not more than three miles from the yard walking time be allowed to and fro once a week.

In jobs exceeding three miles and lodgings not paid, walking time to be allowed to and fro at the above rate daily.

In jobs exceeding three miles and lodgings paid, walking time to be allowed to and fro once a week.

Should any job exceed 12 miles from the shop or yard, travelling expenses to be allowed to and fro once a fortnight.

In jobs above 20 miles, once a month; if over 40 miles, once in three months.

Where travelling expenses are paid, the men to be paid only for the time worked, except at the commencement and finishing of the job. All men taken on the jobs to work the same hours as those at the yard, and to be paid at the jobs.

Lock-up Sheds.

7. That proper lock-up sheds be provided for the protection of their tools, to be used in common with other trades.

Notice to Leave.

8. Any employer discharging a workman to give him one day's notice, or pay him two hours extra to the time worked. Any workman leaving his employer to give one day's notice or lose two hours' pay, to be stopped out of the wages due to him. Any man misconducting himself to be discharged without notice; any employer misconducting himself to pay two hours' notice.

Notice of Alterations.

9. That no alteration be made in this code of rules by either party without six months' notice be given. Such notice shall state the nature and extent of alterations, and to expire on the 1st of May, and that a second notice shall at the expiration of three months be served on by the same parties, calling attention to the notice first given in order (if possible) to settle any dispute before the expiration of the same.

97. With reference to the cause of this dispute, the employers state—

"This is the first time in Leeds that the carpenters have insisted on foremen being members of men's society, and has really been a test case ending in favour of the men, the masters generally being unwilling to make it a general lock-out with a view of defeating men's demands."

109. The following is the code of working rules proposed by the painters of Norwich, but which was afterwards withdrawn.

Amalgamated Society of House Decorators and Painters, Norwich.

Rule I.

Code of working rules submitted May 1st, 1895.
Working hours.—From March 21st to November 1st, 10 hours per day—6.30 a.m. to 6 p.m. first five days; Saturdays, 6.30 a.m. to 1 p.m. From November 2nd to March 20th, 8½ hours per day; 7 a.m. to 5 p.m first five days; Saturdays, 7 a.m. to 1 p.m.

Rule II.

Recognised wage, 6*d.* per hour.

Rule III.

No overtime to be made except by request of employer.

Rule IV.

After 6 p.m. overtime to be paid at the rate of time and a quarter; Saturday afternoons and bank holidays to be paid at the rate of time and a half.

Rule V.

Walking radius, three miles from city, one hour allowed; over three miles, ½*d.* per hour extra, lodgings and train fare paid.

116. The secretary to the Master Plasterers' Association says, with reference to the result of this dispute:—

"The bulk of operatives found employment, temporarily, in other towns from the pressure of work there for Whitsunday term, owing principally to detention through severe winter frost having greatly detained work. At date of filling this up (20th May) practically the whole of operatives are again back in Aberdeen."

117. The following are the working rules of plasterers and plasterers' labourers agreed to as the result of this dispute:—

Working Rules of the Operative Plasterers of the Manchester and Salford District, from June 17th, 1895.

Wages.

1. The standard rate of wages to be 9*d.* per hour.

Hours of Labour.

2. The working time for both inside and outside men to be as follows: from the 1st of March (or the 29th of February as the case may be) to the 31st October, both inclusive, to work on Mondays from 7 a.m. to 5.30 p.m., allowing half an hour for breakfast, and one hour for dinner; on Tuesdays, Wednesdays, Thursdays and Fridays from 6.30 a.m. till 5.30 p.m., allowing half an hour for breakfast and one hour for dinner; and on Saturday from 6.30 to 12 noon, allowing half an hour for breakfast, making 52 hours per week; and from the 1st of November till the 28th February, both inclusive, to work on Mondays, Tuesdays, Wednesdays, Thursdays, and Fridays, from 7 a.m. till 5 p.m., allowing half an hour for breakfast and one hour for dinner, and Saturdays from 7 a.m. till 12 noon, making 47 hours per week.

Meal Times.

3. The meal times shall be as follows: breakfast from 8 a.m. to 8.30 a.m.; dinner from 12 noon to 1 p.m. The employer in all cases to provide hot water for their workmen's meal.

Time for Commencing Work.

4. Any workman not commencing work at the stated time in the morning, to be allowed to start at 7, 8.30, and 1 o'clock in summer, 7.30, 8.30 and 1 o'clock in winter, providing he reports himself to the foreman or timekeeper.

Overtime.

5. Overtime to commence at the time stated in these rules for leaving off work. For the first two hours at the rate of time and a quarter, from 7.30 till 12 o'clock time and a half, from 12 o'clock till starting time next morning to be double time. Time worked between 4 p.m. on Saturday and 7 a.m. on Monday and Christmas Day to be also double time From 12 noon to 4 p.m. on Saturday to be time and a half.

Walking Time.

6. All men working within one mile of St. Ann's Square to commence work at the time stated in rule 2. All men employed beyond that distance to be allowed walking time from the boundaries at the rate of not more than twenty minutes per mile. In changing jobs for the same employer time to be allowed for going from one job to another.

Country Work.

7. Clause 1.—Members working in the country to leave by the train or other conveyance nearest to the time of starting work, and return on Saturdays by that nearest to the time of leaving work; if not paid on the job to be at the shop at 12 noon. Those working over three miles from the boundary and under fifteen from town to receive 3*s.* per week for lodgings and travelling expenses each week; if more than 15 miles from town and under 30 to receive 3*s.* per week for lodgings and 2*s.* extra for Sunday, and travelling expenses once a fortnight; if more than 30 and under 50 from town to receive 3*s.* for lodgings, with 2*s.* for Sunday money and travelling expenses once a month; if more than 50 miles from town to receive 3*s.* per week for lodgings, 2*s.* for Sunday. The travelling expenses to be a matter of arrangement.

Clause 2.—Weekly workmen's tickets or workmen's trams in no case to be considered, and in all cases where the wages of the town sent to are in advance of those paid in this district, those sent to receive the rates paid where sent; should, however, the rate be less than those paid in Manchester, all plasterers to receive the wages of this district, whether sent or otherwise.

Boundaries.

Strangeways—Sherbourne Street.
Cheetham Hill—Lord Street, Cheetham Hill Road.
Rochdale and Oldham Roads—Lees Street.
Ashton Old Road—Chancery Lane End.
Ashton New Road—Pollard Street.
Hyde and Stockport Roads—Ardwick Green, Rusholme Road.
Rusholme—Booth Street, Oxford Road.
Stretford Road and Moss Side—Radnor Street.
Stretford—Hulme Church.
Eccles and Regent Roads—Regent Road Bridge.

Pendleton—Black Horse, Crescent.
Lower Broughton—Broughton Bridge.

(*Where not specified to be one mile from St. Ann's Square.*)

Pay Time.

8. When men are paid at jobs, to work till 12 on Saturdays; if otherwise to be at the pay table at the time for leaving work. The walking time in all cases to be at the rate of three miles per hour, the employer to commence paying at 12 o'clock, or pay for time he keeps the men waiting for their wages.

Foremen.

9. Any plasterer being placed in charge of a job to receive not less than ½*d.* per hour above the current rate of wages whilst engaged on such job, irrespective of the number of men he may have under him, and will not be allowed to pay wages unless the time worked has been made out upon sheets with the name of the firm for whom working printed thereon. *None other than a plasterer to hold the foregoing position.*

Plasterers' Work.

10. That no person other than a plasterer shall be allowed to do any part of plasterer's work, which shall include fixing all substitutes for lathing, fibrous plaster, and enrichments (which must be made or cast by members), do all face work to concreting, preparing all grounds for wood blocks, floor or wall tiling. *No objection will be made to concretors doing floors or steps.*

Notice of Discharge.

11. Should any employer desire to discharge a workman, one half hour's notice must be given, such notice to expire at noon or the time for leaving off work, failing which to forfeit one half hour's pay. When a workman has received notice to leave, the employer must in such cases pay the wages due, or pay for the time the man is kept waiting.

Apprentices.

12. Boys entering the trade on no occasion to be more than 16 years of age, and in all cases must be bound, provision being made in the indentures for the attendance of apprentices at the technical classes for the trade. No employer to have more than three apprentices at one time, except in the last year of the eldest, when a fourth may be employed, preference to be given to the son of a member.

Materials.

13. Employers in all cases to provide material for work undertaken, and in no case will it be considered as *bonâ fide* if guaranteed for by, or purchased from the builder (except sand). Proof of purchase to be supplied to the committee if requested.

Notice of Alteration.

14. That if either employers or operatives desire any alteration or addition to the foregoing rules, six months' notice in writing, stating the nature of such proposed alteration or addition shall be sent to the secretary, the time for expiration of such notice to be left to the discretion of either party.

Boundaries wherein the foregoing Rules are in operation.

In the Sale direction.—River bridge at Stretford, drawing a line from the river towards Barton Bridge, taking in Urmston; from Barton Bridge to Walkden Monument, taking in Patricroft, Eccles, Monton Green and Swinton; from Walkden Monument, drawing an imaginary line to Kearsley Church, from thence to Prestwich Asylum, drawing a line from there to the Manchester side of Rhodes, thence to Failsworth Pole; from there to Fairfield, taking in Clayton and Droylsden; then from Fairfield to Gorton Lane End, taking the Manchester side of Reddish Lane to Broom Lane, Levenshulme, from there striking a line to Didsbury Lodge, Wilmslow Road, Northenden Bridge, following the Manchester side of the river to Stretford.

Signed on behalf of the Employers' Association.
(Here follow seven signatures.)

Signed on behalf of the Operatives' Association.
(Here follow seven signatures.)

Working Rules of the Operative Plasterers' Labourers, Manchester and Salford District, from June 17th, 1895.

Wages.

1. The standard rate of wages to be 6½*d.* per hour,

Hours of Labour.

2. The working time for both inside and outside men to be as follows: from the 1st of March (or the 29th of February as the case may be) to the 31st October, both inclusive, to work on Mondays from 7 a.m. to 5.30 p.m., allowing half an hour for breakfast, and one hour for dinner; on Tuesdays, Wednesdays, Thursdays and Fridays from 6.30 a.m. till 5.30 p.m., allowing half an hour for breakfast and one hour for dinner; and on Saturday from 6.30 a.m. to 12 noon, allowing half an hour for breakfast, making 52 hours per week; and from the 1st of November till the 28th February, both inclusive, to work on Mondays, Tuesdays, Wednesdays, Thursdays, and Fridays, from 7 a.m. till 5 p.m., allowing half an hour for breakfast and one hour for dinner, and Saturdays from 7 a.m. till 12 noon, making 47 hours per week.

Meal Times.

3. The meal times shall be as follows:—Breakfast from 8 a.m. to 8.30 a.m.; dinner from 12 noon to 1 p.m. The employer in all cases to provide hot water for their workmen's meal.

Time for commencing Work.

4. Any workman not commencing work at the stated time in the morning, to be allowed to start at 7, 8.30, and 1 o'clock in summer, 7.30, 8.30, and 1 o'clock in winter, providing he reports himself to the foreman or timekeeper.

Overtime.

5. Overtime to commence at the time stated in these rules for leaving off work. For the first two hours at the rate of time and a quarter, from 7.30 till 12 o'clock time and a half, from 12 o'clock till starting time next morning to be double time. Time worked between 4 p.m. on Saturday and 7 a.m. on Monday and Christmas Day to be also double time. From 12 noon to 4 p.m. on Saturday to be time and a half.

Walking Time.

6. All men working within one mile of St. Ann's Square to commence work at the time stated in Rule 2. All men employed beyond that distance to be allowed walking time from the boundaries at the rate of not more than twenty minutes per mile. In changing jobs for the same employer time to be allowed for going from one job to another.

Country Work.

7.—Clause 1. Members working in the country to leave by the train or other conveyance nearest to the time of starting work, and return on Saturdays by that nearest to the time of leaving work; if not paid on the

job to be at the shop at 12 noon. Those working over three miles from the boundary and under 15 from town to receive 3*s.* per week for lodgings, and travelling expenses each week; if more than 15 miles from town and under 30 to receive 3*s.* per week for lodgings and 2*s.* extra for Sunday, and travelling expenses once a fortnight; if more than 30 and under 50 from town to receive 3*s.* for lodgings, with 2*s.* for Sunday money and travelling expenses once a month; if more than 50 miles from town to receive 3*s.* per week for lodgings, 2*s.* for Sunday. The travelling expenses to be a matter of arrangement.

Clause 2. Weekly workmen's tickets or workmen's trams in no case to be considered, and in all cases where the wages of the town sent to are in advance of those paid in this district, those sent to receive the rates paid where sent; should, however, the rate be less than those paid in Manchester, all labourers to receive the wages of this district, whether sent or otherwise, and when working in the country to be half and half, and a Manchester labourer to be kept to finish the job so far as labouring is concerned.

Boundaries.

Strangeways—Sherbourne Street.
Cheetham Hill—Lord Street, Cheetham Hill Road.
Rochdale and Oldham Roads—Lees Street.
Ashton Old Road—Chancery Lane End.
Ashton New Road—Pollard Street.
Hyde and Stockport Roads—Ardwick Green, Rusholme Road.
Rusholme—Booth Street, Oxford Road.
Stretford Road and Moss Side—Radnor Street.
Stretford—Hulme Church.
Eccles and Regent Roads—Regent Road Bridge.
Pendleton—Black Horse, Crescent.
Lower Broughton—Broughton Bridge.
(*Where not specified to be one mile from St. Ann's Square.*)

Pay Time.

8. When men are paid at jobs, to work till 12 on Saturdays; if otherwise to be at the pay table at the time for leaving work. The walking time in all cases to be at the rate of three miles per hour, the employer to commence paying at 12 o'clock, or pay for time he keeps the men waiting for their wages.

9. When lathing is to be done one labourer to attend to two plasterers and be making stuff, and when the lathing is done, one to one at floating walls and ceilings, and not to carry higher than two stories, and when at fine work (such as running cornice and skimming) one labourer to attend to four plasterers—not to exceed five.

Notice of Discharge.

10. Should any employer desire to discharge a workman, one half hour's notice must be given, such notice to expire at noon or the time for leaving off work, failing which to forfeit one half hour's pay. When a workman has received notice to leave, the employer must in such cases pay the wages due, or pay for the time the man is kept waiting.

Notice of Alteration.

11. That if either employers or operatives desire any alteration or addition to the foregoing rules, six months' notice in writing, stating the nature of such proposed alteration or addition shall be sent to the secretary, the time for expiration of such notice to be left to the discretion of either party.

Boundaries wherein the foregoing Rules are in operation.

In the Sale direction.—River Bridge at Stretford, drawing a line from the river towards Barton Bridge, taking in Urmston; from Barton Bridge to Walkden Monument, taking in Patricroft, Eccles, Monton Green and Swinton; from Walkden Monument, drawing an imaginary line to Kearsley Church, from thence to Prestwich Asylum, drawing a line from there to the Manchester side of Rhodes, thence to Failsworth Pole; from there to Fairfield, taking in Clayton and Droylsden; then from Fairfield to Gorton Lane End, taking the Manchester side of Reddish Lane to Broom Lane, Levenshulme, from there striking a line to Didsbury Lodge, Wilmslow Road, Northenden Bridge, following the Manchester side of the river to Stretford.

Signed on behalf of the Employers' Association
(Here follow six signatures).

Signed on behalf of the Operatives' Association
(Here follow seven signatures).

122. The employer says, with regard to the cause of dispute in this case:—

"This in reality was a strike against the employment of specialists in one branch, as owing to the small proportion of lathing to plastering few plasterers ever attain real proficiency in this branch. The man particularly objected to serve his time as a lather in Edinburgh, where, as also in Glasgow and most large towns in Scotland, plasterers never do the lathing. This same system obtains partly in London (with some large firms) and also in Manchester, &c.—and *entirely* in New York."

131. The following code of working rules was the outcome of the dispute between the plumbers of Leicester and their employers:—

Leicester Master Plumbers' Association.—Working Byelaws.

Rule I.—*Hours of Labour.*

Sec. A.—From the first day of March to the thirty-first day of October, both dates inclusive, the ordinary working hours shall be from 6 a.m. to 5 p.m., allowing half an hour for breakfast, and one hour for dinner. Saturdays from 6 a.m. to 1 p.m., allowing half an hour for breakfast.

Sec. B.—During the months of November, December, January, and February, the hours of labour shall be from 7.30 a.m. to 5 p.m., allowing one hour for dinner. Saturday from 7.30 a.m. to 1 p.m.

Sec. C.—When working on unprotected buildings, during December and January, the working hours shall be from 7.30 a.m. to 4.30 p.m., allowing half an hour for dinner. Saturdays from 7.30 a.m. to 1 p.m.

Sec. D.—All the times for meals to be at the same hours as other building trades as far as practicable.

Rule II.—*Rate of Wages.*

Sec. A.—The standard rate of wages shall be 8½*d.* per hour, except in the case of a man who has just served his apprenticeship, when he may receive at the rate of not less than 7½*d.* per hour for one year, and if by the end of that time he is not qualified under Section C., the time to be further extended at the discretion of the joint committee under Rule 7.

Sec. B.—When working for builders, or other persons not authorised plumbers, to receive not less than 9½*d.* per hour.

Sec. C.—Every workman shall be entitled to the standard rate of wages when he has served a legal apprenticeship, and obtained a certificate of efficiency by practical examination by the committee formed under Rule 7.

Sec. D.—When a plumber is engaged in a well, which is more than 40 feet deep, he shall not receive less than 9½*d.* per hour.

Rule III.—*Notice to Leave.*

Employers and workmen shall give one week's notice to terminate their engagement, providing that the workmen have been employed one month, such notice to be given at pay time.

Rule IV.—*Overtime.*

Sec. A.—Overtime made at the request of the employers between 7 p.m. and 6 a.m., also on Saturdays between 1 p.m. and 12 midnight from 1st March to 31st October, to be paid as time and a half, and from 12 midnight on Saturdays to 6 a.m. on Mondays, as double time; Christmas day to be paid for as Sunday.

Sec. B.—During November, December, January, and February, overtime shall be reckoned from 7 p.m. to 7.30 a.m.

Sec. C.—Every workman shall make the full number of working hours per day before being entitled to be paid at overtime rate, but it is agreed to discourage overtime except in cases of urgency.

Rule V.—*Work in and out of Town.*

Sec. A.—When the work is not at a greater distance than the shop from the workman's home the employer may request him to be at the job at starting time.

Sec. B.—When working out of town, beyond three miles from the Clock Tower, and required to lodge out, 9*d.* per night to be allowed for expenses. Railway fares to be paid by the employers.

Sec. C.—When the distance is not more than 15 miles from the Clock Tower, railway fares to be paid once a week; over 15 miles and under 25 miles once a fortnight; over 25 miles, special arrangements to be made between employers and workmen.

Sec. D.—If the work be not more than three miles from the Clock Tower, workmen to walk home in their own time, except when finishing jobs, or requested to take tools or materials to the shop, when walking time shall be allowed.

Sec. E.—Men are to be at their respective shops by pay time, namely, 1 p.m. on Saturday, unless arrangements are made to pay on the job, when wages shall be paid in accordance with Section A.

Rule VI.—*Apprenticeship.*

The term of apprenticeship shall be not less than five years, and not more than one apprentice shall be allowed to every two men, but not more than four in any shop. Where not more than two men are employed a second apprentice may be engaged when half of the term of the first apprentice has expired. No apprentice be recognised unless legally bound; this rule does not apply to sons of employers.

Rule VII.—*Settlement of Disputes.*

Sec. A.—Should any dispute or cause of complaint arise, notice shall at once be given in writing by either of the secretaries to the other secretary, specifying the nature of the complaint, when the joint committee shall meet forthwith.

Sec. B.—A joint standing committee of conciliation, consisting of six working plumbers, shall be appointed to meet an equal number of employers to endeavour to come to an understanding. Failing which the question shall be referred to the Court of Arbitration under Rule 9.

Rule VIII.—*Alteration of Rules.*

Sec. A.—Three months' notice, in writing, shall be given on either side of any alteration in these rules, stating full particulars, and the party receiving the notice shall reply to it within on month, either by giving a counter-notice or otherwise.

Sec. B.—Within 14 days of receiving the counter notice or reply, the joint standing committee of conciliation shall meet to consider the alteration of rules, and if not able to agree, the question shall be referred to the court of arbitration under Rule 9.

Rule IX.—*Court of Arbitration.*

A standing court of arbitration shall be formed, to consist of six employers and an equal number of working plumbers, who shall first proceed to appoint an umpire, to be mutually agreed upon. The court shall have power to arrange terms upon any question in dispute, and its decision shall be binding on both parties.

If the court is unable to agree, then, all matters in dispute shall be dealt with by the umpire, who shall act as sole referee, and whose decision shall be the decision of the court, and shall be equally binding on both parties.

Rule X.—*Prevention of Strikes and Lock-outs.*

To give full effect to the principle of arbitration, and to prevent the necessity of resorting to either a strike or a lock-out, it is agreed that in the event of no satisfactory settlement of the rules or matters in dispute being arrived at by the time any notice for alteration on either side expires, work shall not be discontinued, but that the ultimate decision of the umpire shall take effect as and from the date of the expiration of notice. The umpire's decision shall be given within 14 days.

Rule XI.—*Duration of Rules.*

These rules shall remain in force and be equally binding upon both parties until duly revised, and such revised copy is officially signed by the accredited representatives of each association.

Signed this sixth day of July, one thousand eight hundred and ninety-five.

One of the Leicester employers who furnished the Department with the copy observes (August 1896): "You will see that these have been duly approved and signed on both sides, and up to the present have worked well. We have had several matters of dispute arise, but they have all been very amicably settled by the working of these rules, and we venture to think that if the safeguards contained in the latter portion of these bye-laws were embodied in the rules regulating all other trades in the country, strikes and lock-outs would become a thing of the past."

141. The employers observe, with reference to the cause of this dispute:—

"The strike has not been very serious to the company, but the demand of the society, namely, that all men are to be paid walking time if employed outside the borough, although the men might be residing outside the borough, and within a few minutes' walk of the place employed is a very serious question, as the company's works are situated in nine parishes and extend a distance of more than 20 miles."

151. The trade union secretary states that the man in question desired to enter the union as a full benefit member, but was precluded by the regulations, being 45 years of age. The union was willing to accept him as a trade member, but this he refused.

153. With reference to the cause of this dispute, and to possible means of prevention, the employer remarks:—

"Strike out the objectionable rule which insists that all stone be worked on the site where it has to be fixed; it is wrong in principle and wastes money."

163. The following are the—

"Terms of settlement of dispute between the master masons and master labourers of Leicester, in reference to the application of the labourers for an advance of wages of ½*d* per hour."

1. The employers agree to consider the question of granting an advance of ½*d*. per hour as soon as trade revives.

2. The employers undertake to re-instate all the men who came out on strike, before any new hands are put on.

3. Rule 1 to read that the standard rate of wages for masons' labourers to be 6*d*. per hour.

4. That Rule 8 (so far as it relates to a notice for an advance of wages) be suspended from now until November 1895, and a fortnight's notice be substituted.

5. Work to be resumed on Monday July 15th, 1895.

Signed on behalf of Master Masons' Federation. (Six signatures.)

On behalf of the Labour League, the National Association of Labourers and the Local Labourers' Union. (Six Signatures.)

EDWARD KELL, Chairman of Conference.
Witness—THOMAS SMITH, Local Correspondent to the Board of Trade.

166. The employer observes with reference to the question in dispute:—

"All grievances by unions should be made, and sufficient time given for consideration of the matter. In this case we put the matter into the hands of the Masters' Association, and on a meeting of the masters, a letter was sent pointing out the arbitrary way in which action had been taken against us, and asking for a deputation from the men's society to meet the masters, and in the meantime to instruct the men to return to work, pending the matter being investigated. This the men absolutely refused to do."

171. The following "Notes of Conference" contain the working agreement between the stonemasons and employers which the two firms engaged in this dispute declined to sign:—

NOTES of CONFERENCE by and between a REPRESENTATIVE DEPUTATION of the MASTER MASONS' ASSOCIATION of GLASGOW and NEIGHBOURHOOD on the one part, and a REPRESENTATIVE DEPUTATION of the UNITED OPERATIVE MASONS' ASSOCIATION of SCOTLAND, GLASGOW DISTRICT, on the other part, held within the RELIGIOUS INSTITUTION ROOMS, 200, Buchanan Street, Glasgow, on WEDNESDAY, the 26th JUNE, 1895, at 3.30 o'clock afternoon.

On the part of the Masters' Association there were present:—Messrs. John Watt, Alexander Muir, John Morrison, and Alexander Webster. On the part of the Operatives Association there were present:—Messrs. David Rennie, Duncan Gardiner, George Honeyman, James Tiernay, John Webster, James Henderson, and James Brough. Attending—Mr. David B. Macgregor, Secretary Master Masons' Association. Mr. John Watt, President Master Masons' Association, was appointed chairman, and Mr. David B. Macgregor, clerk of conference.

There were submitted to the meeting notes of last conference held on 27th May.

The chairman intimated that this meeting was convened in consequence of what took place at a large meeting of employers which was held yesterday. He had pleasure in stating that the meeting unanimously agreed that the standard of wages should be raised from 8½*d*. to 9*d*. per hour for twelve months, commencing on 1st July next, in compliance with the request of the Operatives' Association.

Messrs. Rennie and Brough expressed satisfaction at this result, and that the harmony which had existed for the last 11 years between the two associations remains unbroken.

Thereafter the members of conference took into consideration the working agreement, which as amended is as follows:—

Working Agreement.

"The Master Masons' Association of Glasgow and Neighbourhood, and the United Operative Masons' Association of Scotland (Glasgow and Suburban Lodges), having, for the better regulation of the trade, at the annual conference held this year and at previous annual conferences between them, made certain mutual concessions, it is held to be expedient and proper that these concessions be reduced to writing. Therefore the said associations do hereby agree and bind themselves as follows:—

"1st. That a trade conference be held annually between the Employers' and Operatives' Associations in the beginning of April, so that all questions affecting the trade may be discussed and amicably settled. Annual Conference.

"2nd. That the standard rate of wages for the ensuing twelve months shall be fixed at said conference, and notice of any suggested alteration thereon must be given at least 14 days previous to the date of the conference, so that it may be discussed and finally decided on at the conference; and if any alteration of the standard rate be decided on, said alteration shall take place on the 1st day of July following. Wages.

"3rd. That wages shall be paid weekly on a uniform day of each week to suit the convenience of the employer; and wages in all cases shall be paid at the yard or job not later than 5 p.m. during the summer, or the hour of stoppage agreed upon during the winter months, where the regular pay-day is Friday, and if on Saturday before 1 p.m. throughout the year. Weekly pays, &c.

"4th. That from time to time the working time card shall be revised, and the stoppage for meals shall in no case be less than half an hour. Squads infringing this rule shall be reported, and notice shall be sent to the Time card.

employer; and failing his compliance with the time card, then the matter shall be dealt with at the discretion of the lodges.

Hours of work. "5th. That the maximum of time worked per week shall not exceed 51 hours, or nine hours per day on the first five days and six hours on Saturday of each week.

Tools. "6th. That when any or all of a squad discover that their tools, while in the process of sharpening, are lost, burned, or in any way malformed, it shall be the duty of the squad to appoint two delegates, who shall wait upon the foreman or employer, to whom they shall submit the grievance. It may also be submitted through their lodge to standing committee, who shall deal with the matter and have it rectified by joint committee forthwith.

Carving. "7th. That on all stones on which there is carving, the square mason work shall be worked by masons, employers to be at liberty to let the carving to whomsoever they please. Employers shall have the same facilities as they presently possess for having carving executed.

"8th. That all work, whether roughing-out for carvers or otherwise, be recognised if worked within regular working hours in the district of Glasgow.

Tasked or piece work. "9th. That no hand-wrought material be imported into the Glasgow and Suburban Lodge District unless it has been dressed by operatives in the employment of, and paid direct by, the employer doing the work importing the material.

Pointing. "10th. That no new mason work be allowed to be pointed by slaters or others not connected with the trade, unless where the builders on the job refuse to do so, in which event the names of the builders shall be forwarded to the operatives' committee, who will deal with each case on its merits.

Shed-room accommodation. "11th. That sufficient shed accommodation be provided on all jobs where practicable, also hot plates or other convenience, and fuel, whereby tea and coffee can be prepared in a proper manner.

Operatives' collectors. "12th. That employers on all jobs shall give encouragement to the collectors of the Operatives' Association.

Glasgow Infirmaries' collection. "13th. That an annual collection of not less than 1s. from each operative shall be made on the second pay-day of August, to be devoted to the Glasgow infirmaries and any other charitable institutions for the promotion of health, in such portions as may be decided on at a joint meeting of the committee of both associations.

Apprentices. "14th. That no master mason in Glasgow and suburbs shall start in his work any apprentice to learn hewing and building who is over 16 years of age, and apprentices must be bound and serve an apprenticeship—

For hewing and building	5 years.
For building	3 ,,

But in the latter case, for learning building, apprentices may commence at any age not exceeding 20 years. Employers shall not be at liberty to engage any apprentice who has left his former employer, unless said apprentice produces his indenture or certificate of time served and wages paid, from his former employer. If the operatives' collector desires this, he may demand production of such certificate or indenture previous to apprentice starting on the job.

"15th. That no employer of operative masons shall be at liberty to start more than one apprentice on each contract, unless such employer has been at least three years in business. Where an operative mason starts business in Glasgow as an employer, exception may be made in his case, with the sanction of the Operative Masons' Association.

Joint committee. "16th. That a committee shall be appointed of seven employers and seven operatives, to whom all differences that may lead to a dispute between the two associations shall be submitted, with a view to an amicable settlement by mutual consent. The committee shall be convened on any date mutually agreed upon. In any case of emergency a meeting may be convened not later than three days from intimation of complaint."

Signed on behalf of the respective Associations,

JOHN WATT,
President, Master Masons' Association.

DAVID B. MACGREGOR,
Secretary, Master Masons' Association.

CHARLES WALLACE,
Chairman, Standing Committee.

JAMES BROUGH,
Convener, Glasgow and Suburban Lodges of the United Operative Masons' Association of Scotland.

175. The employers observe, with reference to the result of this dispute, and in answer to invitation to suggest means of preventing or settling labour disputes:—

"We are strongly of opinion that employers' associations are desirable.

"That combinations of workmen are desirable, and materially assist the proper conduct of trade.

"That persons of either sphere of life ought not to be compelled to join their organisation. We would make it penal to strike a man off work for the only reason that he is not a member of the union."

180. The employer states that the rule as regards sub-letting read as follows:—

"No employer of masons shall sub-let any of his hewing as piece-work,"

And observes:—

"This rule has been in force over 20 years, and has never before to our knowledge or to the knowledge of any master in S.E. Lancashire, as ascertained at a general meeting of masters, been construed as including 'flagging.' The deputation of the workmen were asked to give a case, and they could not do so, but when pressed said it had not been enforced because in the past the men had not power to enforce it. Now they had, hence their action taken without one moment's notice to the masters, tools being put down at 12.30 for dinner, and the strike (?) commencing by their not starting at 1.30. The first deputation were distinctly instructed to say that it was *not* a strike. Flagging is done by men who are not masons, and seven-eighths of the men on strike would have declined to do the work. This they acknowledged.

"Several of our best men have left our employ and are now working for the Rochdale Corporation who sub-let all their flagging, the cause of the outcry in this case."

189. The trade union secretary thus describes the termination of this dispute :—

"The job was finished before the dispute was settled. It was only a small job. But they got another job on a much larger scale, and every man had to join the Operative Masons' Society or be discharged.'

194. For settling disputes one of the employers concerned suggests :—

"An 'impartial Government Labour Department,' governed by permanent officials having no connection whatever with politics, such as War Office, Admiralty, &c., &c. Having recognised and fair labour rates laid down, and sound practical working rules as required by the respective trades and times, thus preventing the cost to mechanics and others supporting out of their own pockets so-called trade societies, and the loss of important time to workmen and others in settling unsatisfactory results, which a Government could more justly handle."

Another suggests the abolition of paid agitators, and remarks :—

"I am of opinion that an apprenticeship should be more strictly enforced. In my own mind the agitators are able to play more upon those men that have not had sufficient knowledge of their trade, which in late years they have only partly learned. I have often found where men have been properly apprenticed they do not give way to the agitators so much."

198. The employers suggest for prevention of labour disputes :—

"That proper notice be given before any alterations take place, and meetings be held between employers and workmen."

They further observe :—

"In this strike we received no notice whatever, and our workmen refused to give us any time to consider, at once ceased working after the masons' labourers had received an advance on May 1st."

200. In response to invitation to suggest means of preventing or settling disputes, the employer remarks :—

"In a case like the above my opinion is, there is only one mode of settlement, *i.e.*, to let them go back again into the ranks of the unemployed, as some of these men have been ever since they left, as they do not wish to work more than three days a week anywhere. They were very indifferent labourers who went out. I have always been able before this to come to terms with my men by meeting them myself, and not allowing foremen to settle any dispute. I have known great bitterness caused by managers or foremen, but I have scarcely ever known a case where working men have not been willing to reason with the master himself, where such master met his men with friendly spirit, excepting where men refuse to see masters only through a union official, such officials often causing bitterness between the two parties."

215. The following are the terms of the settlement effected in the dispute between cabinet makers and their employers in Glasgow :—

Working Rules and Regulations of the United Furniture Trades.

1. That overtime in the workshop be limited to seven hours per week. Overtime to count from 5 p.m., and 1 p.m. on Saturdays, and all time before the usual starting hours.

2. All overtime to be paid at the rate of time and half. Working on recognised trade holidays to be paid at overtime rate.

3. Men or workshops whose hours for ceasing work are other than the above may be exempt on making written application to joint committee.

4. All men sent out to work beyond a radius of one mile from the workshop and less than five, shall be paid 9*d.* for breakfast, 9*d.* for dinner, 9*d.* for tea.
These allowances to be due if working after 10 a.m., 2 p.m., and 7 p.m.
(This rule also to apply to all jobs where men are detained after above hours.)

5. All men sent to country jobs (over five miles from workshop) to receive 12*s.* per week allowance; if detained over Sunday, 2*s.* extra; if to go home on Saturday and return again, fares and travelling time to be paid by the employer. If for less than six days, to be paid 10*d.* for breakfast, 1*s.* for dinner, and 10*d.* for tea, with bed extra. In any instance when exceptional expenses are incurred, the same to be paid by employer on production of receipt.

6. When men are working or travelling between the hours of 9 p.m. and 6 a.m., 1*s.* extra allowance to be paid every four hours.

7. Overtime in workshop—Men to receive 9*d.* for tea if working after 7 p.m., and after 10 p.m. 1*s.* additional.

8. All time travelling to and from jobs to be paid by employers.

228. The trade union secretary says, with reference to the cause of this dispute :—

"I might state previous to dispute no time list existed, but the men came to the conclusion a time list would be to their advantage. As to points gained, the position is that a gain is upon every job of one half hour to one hour. You will readily understand this when I explain

that it is the custom in our trade for men to be told where employed that the time allowed is *one* hour to every shilling paid to contractor, or allowed to person in charge of job. It is rather a complicated position to explain; for example, a contractor is allowed 6*s.* for a mahogany chest of drawers. He informs the workman, and the job is usually brought out in six hours or thereabouts. This prevailed at the above firm ————, and therefore you will see, I think, the men now take what *they* consider a reasonable time upon the job."

235. The employer states:—

"There are over 500 different kinds of pipes made in Scotland; 50 kinds got 5 per cent., 25 of these 50 kinds will not be made again owing to the advance."

236. With reference to the cause of this dispute the employer observes:—

"In anticipation of their 'beanfeast' the cigar makers (piece-workers) asked to be allowed to make up for lost time by working on the bank holiday. To this we agreed, but it involved the employment of the strippers (who are employed at regular weekly wages) to prepare the raw material, and they, although we offered them two days at beanfeast time as an equivalent, refused to oblige their fellow workmen by attending. To us the bank holiday working was a distinct inconvenience."

The trade union secretary states:—

"We are weekly servants preparing tobacco at this firm for cigar makers. We get paid for all bank holidays in every shop. —— paid our men in common with other firms for many years till this time, when he gave our men notice that they would have to work on the bank holiday, and they would have two days each later on when the firm took the cigar makers for an excursion. This our men would not accept as they were not going to the excursion, and wanted the holiday when their friends were making holiday."

239. With reference to the cause of this dispute the employer says:—

"Two cigarette makers (men) were found misconducting themselves inside the factory by drinking spirits, and they were immediately dismissed. We were waited on by a deputation of the men asking us that they should be reinstated, but we could not see our way to comply. A further deputation called the following day, and we arranged to take back one of the men, but would give no promise to take back the other. As a consequence the whole of our cigarette labour, about 60 men and 20 women, left off work on the Friday afternoon at the dinner hour. Eventually the strike was settled by our taking back both men on suitable apologies being made, and work was resumed on the Monday about three o'clock. Our Scotch cigarette hands continued at work without interruption."

241. The following is the agreement effected by the mediation of the Chief Rabbi, but which was not carried out by the employer:

"Office of the Chief Rabbi, 22 Finsbury Square, E.C.—Record of conference held this day, January 21, 1895, between Messrs. ————, boot manufacturers, ———— and Mr. W. Votier and others, representing the National Union of Boot and Shoe Operatives. I. Mr. ———— declared his promise (1) that he will carry out the award of the Board of Arbitration touching indoor labour; (2) that he will pay his workmen not less than the minimum statement of each class; and (3) that he will not pay less than the minimum wage fixed by the Board of Arbitration, to come into operation on January 1st, 1895, for clickers and rough stuff cutters. II. Mr. ———— stated that he had always carried out the clause as to the limitation of boy labour in the clickers and pressers' department. He promised to do so in the future. He further agreed to give the necessary facilities for inspection that this clause is carried out by him. III. It was further agreed that the men should resume work on the morning of Tuesday, January 22nd, 1895. IV. Mr. ———— promised to take back each of his workmen without prejudice."—H. ADLER, Chief Rabbi.

266. The employers make the following statement respecting the circumstances of this dispute:—

"The causes that have led to the present dispute are briefly as follows:—The first intimation we had that any dissatisfaction existed amongst the workers was on the 13th December last, on which date we had occasion to discharge one of our men for inferior workmanship. Immediately after his dismissal, the men laid down their tools and went on strike. After they were out they brought forward various charges of tyranny against our under-manager, which, they said, had reached a culminating point in the discharge of this workman. The men then tendered, as a basis of settlement, a stipulation that the under-manager should be discharged, and that they should form a committee of themselves to settle all disputes. This the management could not agree to, but substituted instead the following proposals, which were agreed to:—

"(1.) That a committee be formed of 10, consisting of five workmen and five directors, to fully investigate the charges of tyranny, etc., brought against the assistant-manager, and that, in the meantime, all the men returned to work, with the exception of the man who was discharged, whose case will also be considered by said committee and the result of their investigations made known as soon as possible.

"(2.) Also, we can have no objection to the men forming a committee to inquire into any matter of importance they think necessary; and, if any grievance exists of sufficient importance to lay before the manager, they shall put same in writing, and bring under his notice. Failing any settlement, they can then appeal to the Board of Directors."

279. This dispute was unsuccessfully referred to the London Conciliation Board. The following report was supplied by the secretary of the board at the time.

"The two parties attended before the board, and after a discussion lasting nearly three hours the proceedings were adjourned until the 22nd inst. at 2.30, as neither side was authorised to come to terms. Proposals for an adjustment of various points in difference were submitted by the representatives of the union, and the employers undertook to bring them before their association for consideration pending the next meeting under the auspices of the Conciliation Board."

280. The employer states with reference to the cause of this dispute :—

"We consider the man was treated most unjustly. The alleged violation of rule was at least six months old, but we must either comply with the request of the men or have a good deal of trouble at a time when we could not afford it."

282. With reference to the advance of ½*d.* per hour on time statement conceded in this case, one of the employers says :—

"The time statement allows, for example, 22 hours for a job that the men can make in 12 hours, hence the increase is nearly 1*d.* per hour."

329. The following is the award of the arbitrator, Mr. James Baird, with reference to the blast-furnacemen's share of this dispute :—

ARBITRATOR'S AWARD.

"Having been requested by the agents of the ———————— Co., Ltd. and the Blastfurnacemen's Committee to arbitrate between them on the whole question of a reduction in the wages, I met by arrangement both parties at the company's offices, and after hearing the arguments for and against the deductions asked for, we went over the works, and I took notes of the work done where the arrangements seemed to be different from the Workington district. During our sitting several of the rates were agreed upon, and struck off the list, and after considering the whole question, I hereby decide that, except in special cases that I have allowed for, the rate of wages should be as near as possible to those of the Workington district, and as given below, viz. :—

"The wages to be paid per shift of eight hours.

		s.	*d.*	
To Furnace keepers to		5	8	less the percentage.
,, Slaggers and helpers		4	5	,, ,,
,, Snipers		3	8	,, ,,
,, Chargers		5	2	,, ,,
,, Ore fillers, ,, Coke fillers	5*s.* 2*d.* or 4*s.* with ¾*d.* per ton over 470 tons less the per centage.			
,, Lime fillers		3	8	,, ,,
,, Cagemen		4	3	,, ,,
,, Stovemen		4	4	,, ,,
,, Hoist enginemen	For two furnaces	4	2	,, ,,
,, ,,	For one furnace	4	0	,, ,,
,, Metal runners		3	5	,, ,,

"For a week of 54 hours the wages per shift to be as under with time and half for Sunday :—

		s.	*d.*	
Gantrymen		4	2	less the percentage.
B. G. Loco-driver		4	4	,, ,,
,, Loco-firemen		3	6	,, ,,
,, Guards (where necessary)		3	6	,, ,,
Slag Loco-drivers	3 at	4	4	,, ,,
,, Loco-drivers	8 at	4	2	,, ,,
,, Loco-firemen		3	6	,, ,,
,, Tippers and strippers		3	6	,, ,,
Bogie oilers		3	2	,, ,,
Ordinary labourers		3	2	,, ,,
Slag cranemen		4	2	,, ,,
Engine cleaners		3	6	,, ,,
One smith		4	9	,, ,,
,, ,,		4	8	,, ,,
Strikers		3	4	,, ,,

"For 12 hour shifts with time and half for Sunday :—

Blast enginemen	6 at	4	6	,, ,,
,, ,,	4 at	4	4	,, ,,
Boiler minders	12 at	3	9	,, ,,
Metal mixers		4	2	,, ,,
Pig lifters to receive for lifting and breaking		0	4½	per ton, less the percentage.
,, wheeling out long iron		0	2½	,, ,, ,,
,, ,, ,, small pigs		0	3	,, ,, ,,
,, stocking iron		1	4	,, ,, ,,
,, lifting from stock		1	4	,, ,, ,,

"With regard to the Sliding Scale.

"As it was contended that the house-rents were higher in Barrow than the Workington district, I further decide, that to meet that in some respect when wages are low, that the existing scale at Barrow be retained, but that the standard shall rise and fall with the Workington standard, so as to be 1*s.* lower than it, as at present, and ¼ per cent. lower on each shilling up or down from this standard."

In the case of the steel workers engaged in this dispute, Mr. Jeremiah Head, of London, was the arbitrator, and the following is the text of his award:—

COPY OF ARBITRATOR'S AWARD.

GENTLEMEN,

IN your joint letter of March 2nd, 1895, you informed me that it was the unanimous wish of yourselves and your constituents that I should determine "what reduction (if any) is reasonable or desirable to enable the "steel works to be carried on till June 30th next, any reductions awarded taking effect from March 4th."

Acting upon your desire as above expressed, I have held four sittings, three being at Barrow. Representatives of both sides attended and argued their cases with great energy and ability. Subsequently various documents were sent to me by both parties in support of their views. These included a verbatim report of the discussions and the company's balance sheet, profit and loss accounts, and cost sheets for last year.

Having carefully considered the evidence put before me, I am now prepared to make my award, which is, that the reduced rates contained in the wages sheets attached hereto shall be those payable by the company to their workmen during the period named.

A careful study of the company's accounts has convinced me that at the prices now current for finished steel they have only two alternatives open to them, viz.,

Either to reduce their cost of manufacture by every possible means, so that it shall not exceed that of their principal competitors in any locality, or, to cease manufacturing operations altogether until the condition of trade alter for the better.

In the latter case they would naturally endeavour to sell their minerals as such or converted into pig iron for further manufacture in other districts or counties.

The second alternative would be a calamity not only to the workmen directly concerned, but also to the whole population of the town and neighbourhood of Barrow and all other localities trading therewith.

The object of these proceedings is, if possible, to avert this calamity, and the instructions you jointly gave me were to determine to what extent (if at all) wages would have to be reduced to enable the company to carry on their steel works till June 30th next.

This I have done in the accompanying sheets; the reduction, as a whole, amounts to about 10 per cent.; on the previous total labour sheets no less reduction will meet the case; and, in addition, the company will have to cut down salaries, royalties, railway rates, and all other elements of cost, as far as they possibly can.

The heaviest reductions have been made in the earnings of the most highly paid men, whilst those whose wages were already low have been but little reduced, and in a few cases have even been advanced.

The fairness of this principle has been admitted by both sides. Here and there economies have been effected by rearranging the work so that rather fewer men are required.

The custom of adjusting wages by comparison with those paid by local competitors, without regard to more distant districts and foreign countries, I have felt it necessary to deviate from to some extent in the present case; because if I had not done so, it must have resulted in the stoppage of the entire works for an indefinite period.

Finally, I am but too well aware this award will bring unwelcome news to some persons. To a majority of those whose interests are affected, I trust it will be otherwise. All will, I hope, accept it loyally in the belief that it does the best possible for them under the present difficult circumstances.

The blastfurnacemen's union branch secretary suggests the following for settling disputes:—

"The establishing of joint boards with equal members of employers and employees, with the condition or stipulation that upon any question or questions that the board cannot agree, two private individuals be called in to decide upon the matter in question."

"For this, the West Coast, I should like to see established a joint board, which should include all employers engaged in the production of pig iron, the said board to be called the West Coast Joint Board, to consist of equal numbers of employers and employed."

338. The employer thus describes "pile money":—

"Pile money is money paid for rolling piles of iron or steel bars in cogging rolls into one long bar, which is cut up into desired lengths. "Bars," or "plate ends," is material which has undergone this process, so that the men were actually asking payment for work which they did not have to perform."

342. The employers state (May 1895) with respect to the cause and result of this dispute:—

"Five per cent. general reduction of melters' wages took place a few weeks ago. In accordance with general custom, a 2½ per cent. reduction was sought from gas producermen, and accepted in all works in the district except our own. It may be noted that at the very beginning of the strike the company offered to accept 1¼ per cent. reduction in the hope of preventing a stoppage."

They also make the following general observations:—

"The great bulk of our men belong to two unions only—1st, the steel smelters are members of the British Steel Smelters' Association; and 2nd, the men engaged in rolling steel and iron belong to the Iron Workers' Union. With these classes of men strikes are unknown, and, indeed, impossible. In the case of the smelters' union, no local strike is permitted, and meetings of men and masters from all the works in the country meet to consider and decide in cases of dispute. This practically constitutes a conciliation board, although such does not exist in name. The second class of men work under the rules of the board of conciliation and arbitration for the iron and steel trade of the North of England, and all disputes are settled in a court composed of men and masters, so that strkes are unknown. The gas producermen belong to the National Amalgamated Union of Labour, a union which refuses to be affiliated in any way with the board of conciliation, but prefers to strike as a method of settling disputes. They also claim to be exempt from any rules in the iron trade governing the rise and fall of wages."

370. The following statement is taken from the July 1895 monthly report of the Amalgamated Society of Engineers :—

BELLEVILLE BOILER ARBITRATION.

The settlement of this question has at last been effected. The dispute arose through our men at Messrs. ———, Clydebank, being removed from work on which they had been engaged and the same being handed over to the boilermakers without a word of explanation, the latter claimed it as theirs, and that in their opinion of those responsible was sufficient, hence our men struck work on the 5th of April, with the full consent of the District Committee of Glasgow and the Council. Negotiations followed between the firm and our general office, and a deputation from the council, along with the district delegate, and the district president and secretary met the firm, the result was the men resumed work on the 10th of April on condition that the work was suspended and a conference held to decide the point at issue. A conference was held in Glasgow on the 18th of April, but, being unable to agree, we demanded arbitration. Another conference took place on 9th May, when the boilermakers were reluctantly compelled to agree to arbitration, and Mr. D. J. Dunlop, of Port Glasgow, was selected by both sides as the arbitrator. The arbitration proceedings came off at Glasgow on May 21st, with the following result. And though it is not in our favour, the council feel convinced that the right policy was pursued, and we have nothing to regret on our side, as we have indulged in no threats as to the terrible consequences in the event of its being against us. We shall loyally carry out the award as we undertook to do.

Text of Award.

Demarcation of the work on "Belleville" boilers. Arbiter's Award in the submission between the Amalgamated Society of Engineers and the Boilermakers and Iron Shipbuilders' Society.

Glasgow, 1st July, 1895.

The arbiter, having heard parties, and considered the question referred to him, finds that the particular portion of the work which forms the subject of the present reference, viz.: the work of "screwing the tubes into the boxes " and the subsequent testing of same and of putting on the doors," is boilermakers' work, and should be given to that class of tradesmen accordingly. Further, as regards the additional claim of the Boilermakers' Society to " put in all screw stays and stub bolts and hammer or rivet and caulk same in feed collectors," finds that this portion of work is out with the reference, and in consequence he does not make any award thereon. Finds neither party entitled to expenses, and finds and ordains that the incidental expenses of the arbitration be paid equally by the parties.

(Signed) D. J. DUNLOP.

NOTE.—The dispute submitted to the arbiter is one of that intricate class of questions which arise out of the demarcation of work between different classes of tradesmen. While in such questions there are necessarily always present the conflicting claims of the different classes of tradesmen, there is usually also involved the consideration of the employers' position, which, in the interest of both employed and employer, cannot be overlooked. In the present case, however, this does not arise, the employer having from the first treated the question as one upon which the two classes of tradesmen should come to an understanding.

The particular work in dispute is clearly defined, and the facts regarding the operations which lead up to that part are equally well defined. From the first the preparation of the tubes, boxes, and various pieces which go to form the sections technically termed " elements " has been admitted by the representatives of the Boilermakers' Society to be work to which they can make no claim. The arbiter finds further, from the evidence laid before him, and also from personal visitations to the establishments where " Belleville " boilers are constructed, including Mr. Belleville's works in France, whose practice and procedure is closely followed at Clydebank, that this preparation of these various parts leaves them in a finished state for erection, and that when thus completed they are passed on to another set of men to be put together. Further, the arbiter finds that this fitting together, which is the particular portion of work in dispute, is quite capable of being done by either class of tradesmen.

In every manufacturing industry great changes will and must necessarily arise in course of time. Such changes may at times demand the services to a greater or less extent of a new class of tradesmen, or at least of men specially trained for this new departure.

It appears to the arbiter that, unless such changes amount to a complete transition, no new class or tradesmen introduced should in the general case, and in the absence of any special considerations, receive more than that portion of the work which is out with or foreign to the work pertaining to the trade recognised as the producers of the special article or structure.

In the case of a new type of a well-known article, in the arbiter's opinion a similar result follows, unless the new type is such that the article has lost the essential characteristics of that which it has displaced.

The arbiter has felt himself unable to adopt the conclusion, which was ably urged on behalf of the engineers, that so great was the transition which had taken place in the " Belleville " boiler that the characteristics of a boiler were awanting. Neither has he felt that he could look upon the " elements " by themselves and deal with them apart from the boiler as a whole.

On this point it is desirable to keep in view that in the progress of this new type of boiler, firms will devote themselves to the preparation of various parts which go to form the " elements," and in perhaps the majority of cases the firm actually building the boiler will only begin at the stage of fitting together these various parts.

The " elements " will not necessarily be delivered complete. Frequently they will be received, not as complete sections, but in parts, different portions coming from different works. Such has already occurred in actual practice, and shows that the " elements " cannot be dealt with as distinct and separate articles.

In applying the principle indicated as to the division of work between different classes of tradesmen, the arbiter is of opinion that the special portion of work before him is boilermakers' work, and should be assigned to them accordingly.

In the award now given, the arbiter is conscious that if it is at once enforced, considerable disturbance and loss must arise to the employers on work presently in hand. It is not within the limits of the reference to him to in any way defer the operation of the award. He, however, adverts to this, trusting that this mention of it is all that is necessary to ensure some arrangement being come to that will be equally satisfactory to the successful party and the interests affected.

When parties came before the arbiter the claim of the Boilermakers' Society was stated more broadly than in the previous minute of reference, and made to cover the " putting in of all screw stays and stud bolts, and " hammering or riveting and caulking same in the feed collectors." The work here referred to is of little extent, still the arbiter cannot in his award go beyond what was particularly referred to him. If desired, he is prepared to deal with it.

The arbiter cannot allow this opportunity to pass without referring to the satisfaction he has had in connection with this arbitration, the care and ability with which each society prepared and presented their respective cases, and the spirit they have shown throughout.

In past years questions of demarcation of work have frequently been productive of disastrous strife, though so eminently suited either for a mutual arrangement or a settlement in some such form as has been adopted in the

present case. The arbiter expresses the hope that the step which has on this occasion been taken by the two powerful unions interested will be adopted by them in any future differences which may arise, and that the example they have set will be widely followed.

D. J. D.

384. The following respecting this dispute is taken from the Amalgamated Society of Engineers' Quarterly Report, September 1895 :—

"A strike took place at ——— ——— engine works on the 12th August. They had hardly got settled down to work after the previous dispute, and were congratulating themselves on the improved condition of the shop, when an agitation got up for weekly pay and every day standing for itself as regards overtime.

"A deputation from the men waited on the manager, and not getting what they considered a satisfactory reply, the whole shop, to the number of 70, including engineers, smiths, pattern makers, apprentices, and labourers, struck work at the breakfast hour. They had been asked by the firm to wait till the 14th, and they would get a definite reply, but they would not wait.

"They seemed to think that because they were so successful a short time before this, they had only to go out on the street to get their demands conceded; but there is a right and wrong way in doing things, and they adopted the latter. We had 18 members in the shop, and it was their duty to have acquainted us of what was taking place instead of being led by others. Had they done so I am satisfied the result would have been different. As it was the firm made up their minds to fight us, and before the end of the week the pattern makers—non-society men—had returned to work, and a few days later a number more went back, so that at the end of a fortnight the strike collapsed. The result of this hasty action was that several of our members lost their jobs. Others have been discharged since, and what promised to be a good society shop has, for the present at least, got a check. And all this might have been prevented by a little more discretion."

400. The employers state with regard to this dispute :—

"This was purely a strike on a question of lines of demarcation between joiners and shipwrights on new work, as to who should do the work, and it was arranged that in this instance the manager should decide the work, and a board be formed for all future work, who would take evidence, and decide what was each trade's work, as far as the port and harbour of Cork was concerned. No other men had anything to do with the strike except the shipwrights, as it was only they went out."

426. The following notice was issued by the joint committee of the National Associations of Joiners, who desired to institute a code of working rules which differed from those of a local union :—

Amalgamated, General Union, and Associated Societies of Joiners—Mersey District.

"SIR,—As there seems to be considerable misunderstanding in regard to the above societies, whose members work at ship work, we take the liberty of submitting for your consideration a code of working rules which have been in existence and worked to by all the principal shipping companies on the Mersey since February 1894.

"We beg to inform you that on and after June 3rd, 1895, these rules will be strictly adhered to in any shop where joiners are employed at ship work, and we earnestly hope that your firm (or company) will also see their way clear to adopt them. We would like to point out the desirability of one uniform code of rules, and as our rules are adopted by the steamship companies, it is a decided injustice to them to have any other code of rules in operation in the Mersey District.

"Awaiting the favour of a reply at your earliest convenience,

"We are, gentlemen, obediently yours,

"————, President,

"————, Treasurer.

"————, Secretary.

"On behalf of Joint Committee, Mersey District, April 11th, 1895."

The following are the rules referred to:—

Amalgamated and Associated Societies of Joiners.

Code of Working Rules for the Line of Docks, Liverpool.

Hours of Work.

1. The ordinary hours of work in summer shall be 54 hours per week, apportioned as follows:—On Monday, Tuesday, Wednesday, Thursday, and Friday from 6 a.m. to 5 p.m., with half an hour for breakfast and one hour for dinner; and on Saturdays from 6 a.m. to 1 p.m., with half an hour for breakfast. But for the four winter months—November, December, January, and February—the hours shall be 48 hours per week, commencing work on the first five days of the week at 7 a.m., leaving off at 5 p.m., and on Saturdays commencing work at 7 a.m. and leaving off at 1 p.m., with meal hours same as in summer. This to apply in and out of the shop.

Rate of Wages.

2. Wages shall be by the day at the rate of 6*s.* 10*d.* for the first five days of the week and 4*s.* 10*d.* for Saturdays all the year round, and no man to be employed for less than half a day.

Overtime.

3.—Clause (1.) All overtime, from leaving-off time, to be paid at the rate of 1*s.* 2*d.* per hour up to 9 p.m., on the first five days of the week; all overtime after 9 p.m. to be paid at the rate of 1*s.* 6*d.* per hour till starting time next morning. All men called out after reaching home, to be paid from 5 p.m. On Saturdays after leaving-off time to be paid at the rate of 1*s.* 6*d.* per hour until starting time on Monday morning. On bank holidays, 10*s.* 3*d.* per day. Good Friday, Christmas Day, and Sundays, 13*s.* 8*d.* per day, with meal hours same as other days.

Clause (2). When removing tools from one place to another for the same employer after the usual time of leaving off work, to be paid at overtime rate.

Clause (3). All the men required to work after 7 p.m., to be allowed half an hour for tea, if required to work all night to be allowed 2½ hours, same to be paid for; apportioned as follows—from 5 to 6.30 p.m. for tea, from 10.30 till 11 p.m. for supper, and from 5.30 a.m. till starting time for refreshments. All men working after 11 p.m. to be paid as for all night.

Overtime Definition.

4. All time worked after the usual hour of leaving off to be paid as overtime.

Boundary.

5. The boundary shall be taken at a radius of one mile from the shop as a centre, beyond which, walking time shall be allowed at the rate of three miles an hour. Men working in the river to be paid 1*s.* per day extra, and on the Cheshire side of the river to be allowed 8*d.* per day extra, and to be on the landing stage, or other suitable place, at 7 a.m., and to be on the landing stage at the usual time of leaving off work for the day and on pay day to be at the shop at the usual time of starting to pay, if not started to pay within half an hour of leaving off, the time men are kept waiting to be paid at overtime rate.

Pay Time.

6. Pay to commence immediately after leaving off work, and if not commenced within half an hour, to be paid for such detention at overtime rate. When discharged to be paid same day.

Currying.

7. That 1*s.* per day extra be paid for currying or working at refrigerators where charcoal is being used, or repairing or fitting bilge boards.

Hot Water and Lock-up.

8. That the employers provide hot water for workmen's meals, also lock-up place for workmen's tools.

Notice of Dismissal.

9. That before discharging men two hours' notice be always given, or the employer to forfeit two hours' pay. Men also to give two hours' notice or forfeit two hours' pay.

Vessels Removing.

10. Vessels removing from the port whilst work is in progress, and taking men with her: the men shall be paid for every hour, from the time of leaving the port until the return, and all rail and boat fare, and shall also be found in all food.

Alteration of Rules.

11. Three months' notice in writing shall be given on both sides of any alteration in the foregoing rules, stating full particulars, and the party receiving the notice shall reply to it within 14 days either by giving a counter notice or otherwise; and if necessary a deputation of six working joiners shall be appointed to meet six employers to endeavour to come to an understanding, failing which, both parties shall refer the question back to their respective general meetings.

These rules to come into force on and after the 14th day of February 1894.

The following are the rules of the local union whose members took the places of those of the national unions in this particular establishment:—

The Mersey Ship Joiners' Association. Working Rules.

1. Wages from 1st March to 31st October, 6*s.* 10*d.* for first five days in the week, and 4*s.* 10*d.* for Saturdays, and during the winter months 6*s.* 6*d.* per day including Saturdays. Overtime to be paid at the rate of 10*d.* per hour, from 5 p.m. till 10 p.m., and from 10 p.m. till 6 a.m. 1*s.* 8*d.* per hour, and from 6 a.m. till starting time 10*d.* per hour.

2. Sunday, Good Friday, and Christmas Day the wages to be 13*s.*, all overtime worked on these days to be paid at the rate of 1*s.* 8*d.* per hour.

3. From the 1st of March till the 31st of October, both days inclusive, work to commence at 6 a.m. and cease at 5 p.m., one half hour for breakfast, from 8.30 a.m. till 9 a.m., and one hour for dinner, from 12 till 1 o'clock, leaving off work on Saturday at 1 o'clock.

4. From the 1st of November till the 14th of November, both days inclusive, work to commence at 7.15, leaving off work at 5 p.m., and from the 15th of November, till the 15th January, both days inclusive, work to commence at 8 a.m., leaving off work at 4.30 p.m., and from the 16th of January till the last day in February, both days inclusive, work to commence at 7.15 a.m., leaving off work at 5 p.m., taking one half hour for breakfast and one hour for dinner, leaving off work on Saturday at 4 p.m.

5. Men working in Birkenhead to be at their work at the proper time, but if the vessel is lying in the West Float, or above the Duke's Bridge, or in the Birkenhead Graving Docks, one half-hour be allowed for coming and one half hour for leaving.

6. Men working in the river to be paid 1*s.* per day extra, but if the vessel goes in the river after 1 o'clock no river money to be paid for that day. Where food is supplied no river money to be paid.

7. That 6*d.* per day extra be paid for currying, which includes top sides, bends, sterns, ceilings, gunwales, waterways, decks, cabins, cabin sheets, &c., old bulwarks, old paddleboxes, and any old work, nothing less than half a day's currying money to be paid for this class of work.

8. Men discharged on Saturday any time before noon when there is still work to be done, to receive one day's pay, one half-hour's notice to be given in all cases, on both sides, or in default one hour's pay, should notice of discharge not have been given until men have returned from dinner, a full day's wage to be paid.

9. If working overtime up till 9 o'clock, one half-hour be allowed for tea, from 5 till 5.30, and if working all night, one hour be allowed for supper, from 10 till 11 o'clock, and one hour for refreshments, from 6 till 7 o'clock, if continuing work next day. In all cases the full hour to be paid if the 15 minutes is passed, but for any time under the 15 minutes no time to be charged.

10. Payment of wages, on Saturday only, to commence immediately after leaving work, and if detained more than one hour, to be paid for such detention.

11. No new rules or alteration of wages to be adopted without giving or receiving one month's notice.

These rules to come into force on and after January the 1st, 1890.

436. The following is the "Scale of Help" as to the interpretation of which the dispute arose:—

Scales of Help for use in Tyne and Blyth Shipyards as agreed to between the Tyne Shipbuilders' Association and the National Amalgamated Union of Labour.

Scale of help for Platers' helpers for shells, decks, stringers, tank-tops, centre keelsons and tank sides, for all vessels built by members of the Tyne Shipbuilders' Association.

With respect to all other inside work, the custom which has hitherto prevailed in the respective yards is to be continued.

Overall average invoiced or calculated weight in all cases to be taken (tern plates excepted). The weights in the following scales being understood to be averaged weights.

No. 1.—Scale for Punching Squad.

Where no facilities are available for working plates.

	Men.
Plates up to and including 4 cwt. - -	3
,, over 4 cwt. and up to and including 7 cwt.	4
,, ,, 7 ,, ,, ,, ,, 9 ,,	5
,, ,, 9 ,, ,, ,, ,, 11 ,,	6
,, ,, 11 ,, ,, ,, ,, 13 ,,	7
,, ,, 13 ,, ,, ,, ,, 15 ,,	8

,, ,, 15 ,, to be provided for at the rate of an extra man for each 2 cwt. or part thereof over 14 lbs.

No. 1.—Scale for Hanging-up Squad.

Where no facilities are available for working plates.

	Men.
Plates up to and including 4 cwt. - - -	3
,, over 4 cwt. and up to and including 7 cwt.	4
,, ,, 7 ,, ,, ,, ,, 9 ,,	5
,, ,, 9 ,, ,, ,, ,, 11 ,,	6
,, ,, 11 ,, ,, ,, ,, 13 ,,	7
,, ,, 13 ,, ,, ,, ,, 15 ,,	8

,, ,, 15 ,, to be provided for at the rate of an extra man for each 2 cwt. or part thereof over 14 lbs.

No. 2.—Scale for Punching Squad.

Where no facilities are available for working plates.

	Men.
Plates up to and including 4 cwt. - -	3
,, over 4 cwt. and up to and including 7 cwt.	4
,, ,, 7 ,, ,, ,, ,, 9 ,,	5
,, ,, 9 ,, ,, ,, ,, 11 ,,	6
,, ,, 11 ,, ,, ,, ,, 13 ,,	7
,, ,, 13 ,, ,, ,, ,, 15 ,,	8

,, ,, 15 ,, to be provided for at the rate of an extra man for each 2 cwt. or part thereof over 14 lbs.

No. 2.—Scale for Hanging-up Squad.

Where no cranes are available for lifting plates, but where winches are set for hoisting plates on to deck or tank top.

	Men.
Plates up to and including 4 cwt. - - -	3
,, over 4 cwt. and up to and including 7 cwt.	4
,, ,, 7 ,, ,, ,, ,, 9 ,,	5
,, ,, 9 ,, ,, ,, ,, 11 ,,	6
,, ,, 11 ,, ,, ,, ,, 13 ,,	7
,, ,, 13 ,, ,, ,, ,, 15 ,,	8

,, ,, 15 ,, to be provided for at the rate of an extra man for each 2 cwt. or part thereof over 14 lbs.

No. 3.—Scale for Punching Squad.

Where cranes are available for taking plates from rack or pile and placing them on bogies for men, but where no other facilities are available for working plates by punching squads.

	Men.
Plates up to and including 4½ cwt. - -	3
,, over 4½ cwt. and up to and including 8 cwt.	4
,, ,, 8 ,, ,, ,, ,, 11 ,,	5
,, ,, 11 ,, ,, ,, ,, 14 ,,	6
,, ,, 14 ,, ,, ,, ,, 18 ,,	7
,, ,, 18 ,, - - - -	8

No. 3.—Scale for Hanging-up Squad.

Where there are fairly good roads to vessel, steam winches for heaving plates into position on shell, and gib derricks for hoisting plates on to deck and tank top.

	Men.
Plates up to and including 4½ cwt. - -	3
,, over 4½ cwt. and up to and including 8 cwt.	4
,, ,, 8 ,, ,, ,, ,, 11 ,,	5
,, ,, 11 ,, ,, ,, ,, 14 ,,	6
,, ,, 14 ,, ,, ,, ,, 18 ,,	7
,, ,, 18 ,, - - - -	8

No 4.—Scale for Punching Squad.

Where cranes are available for taking plates from rack or pile and placing them on bogies convenient to shed, and where cranes are available for placing plates on to vertical, and plane, scarphing machine and mangle, and, where necessary, for turning plates over at rolls.

	Men.
Plates up to and including 6 cwt. - -	3
,, over 6 cwt. and up to and including 12 cwt.	4
,, ,, 12 ,, ,, ,, ,, 16 ,,	5
,, ,, 16 ,, ,, ,, ,, 20 ,,	6
,, ,, 20 ,, ,, ,, ,, 25 ,,	7
,, ,, 25 ,, - - - -	8

No. 4.—Scale for Hanging-up Squad.

Where tram lines, or cement, or paved, or planked roads are laid to vessel, and when steam or hydraulic winches and gib derricks are used for placing plates on deck.

	Men.
Plates up to and including 6 cwt. - -	3
,, over 6 cwt. and up to and including 12 cwt.	4
,, ,, 12 ,, ,, ,, ,, 16 ,,	5
,, ,, 16 ,, ,, ,, ,, 20 ,,	6
,, ,, 20 ,, ,, ,, ,, 25 ,,	7
,, ,, 25 ,, - - - -	8

It is understood that the above scale of help does not apply to protective decks and armour plates of war ships. With respect to these the custom which has hitherto prevailed in the respective yards is to be continued.

All beams and angles, including ordinary angles, tee angles, bulb angles, tee or butterly bulbs, zeds, channels, or other sections of beams, angles, or mouldings, to be as per above scales when worked under similar conditions. But when this class of work is so turned or bent or otherwise so unwieldy that bogies or other appliances cannot be used in transporting it from place to place, and it has to be carried by helpers, then such work is to be arranged for on the scale of 1 cwt. per man.

Short bars or mouldings under 1 cwt. to be worked by the same number of men as hitherto in the various yards.

In all cases the shop stewards to settle with the firm for the number of men to be employed in accordance with the scale. In the event of dispute, work is to proceed, and the question in dispute to be referred to the official delegates of both sides.

In all cases of dispute as to the average weight of plates, the firm shall allow the men's representative access to the books in order to obtain accurate information on this point, but in no case shall plates be worked with less men than is allowed for by these scales.

These scales are to be recognised and strictly acted up to by both employers and employed. Three months notice to be given on either side before any alteration of these scales takes place, Any infringement of the scale to be reported to the Employers' Secretary, Mr. James Robinson, 7, Grey Street, Newcastle-on-Tyne, and the General Secretary of the National Amalgamated Union of Labour, Mr. A. T. Dipper, 169, Westgate Road, Newcastle.

Notwithstanding any of the foregoing arrangements, the employers are to be entitled to a revision of these scales on account of labour-saving appliances that may hereafter be introduced. The terms of these revisions to be adjusted by a committee representing the Employers' Association and the National Amalgamated Union of Labour. The men shall in like manner be entitled to bring before the said Committee any jobs the arrangement of which may require revision due to new conditions of working.

It is agreed the above scales shall come into operation in Tyne and Blyth shipyards on and after the 1st day of August 1895.

Signed this 25th day of July 1895.

On behalf of the Tyne Shipbuilders' Association,

ARTHUR COOTE, *Chairman.*
JAMES ROBINSON, *Secretary.*

On behalf of the National Amalgamated Union of Labour,

JOHN BROWN, *President.*
A. T. DIPPER, Gen. Sec.

7, Grey Street,
Newcastle-on-Tyne.
25th July 1895.

438. The following shows the apportionment of work between the two trades as arranged by the Shipwrights', Joiners', and Employers' Standing Committee.

Pine deck, feathered and groved, 6¼″×2½″, not caulked, but covered with canvas on ship at Messrs. ———.
Decision of the Board at meeting held on 23rd October 1895:
Deck over deck house and extending to side of ship, laid on wood beams supported by stanchions, as shown in Sketch A., is to be done by joiners.
The deck from end of the house to after end of casing, as shown in Sketch B., is to be done by shipwrights:
Teak waterway 12″×3½″, as per Sketch A., in connection with the deck, goes with the deck.
The fastening canvas down on the decks is to be decided by the custom of the yard.

440. The trade union secretary suggests for settling disputes—

"Arbitration. A committee consisting of an equal number of employers and workmen to be presided over by an independent gentleman, or county court judge."

and adds—

"The general opinion of our men is that strikes should be avoided if possible, but it is necessary that there should be a court for appeal."

444. With regard to the cause of this dispute, the employers state:—

"To avoid disputes that were continually arising as to the numbers of helpers who should be employed by the platers on various classes of work, a committee of employers and workmen after months of labour succeeded in establishing a graduated scale of help, which was duly signed by the representatives of both sides, but when practical effect was given to the scale the helpers in certain of the Tyne shipyards declined to work under the agreement. They have now resumed work under a compromise, which, however is only temporary, and to allow time for making certain special arrangements in the yards affected."

The trade union secretary states the result as follows:—

"Firm and Employers' Association agreed to give No. 4 scale for punching squad, and No. 3 for hanging-up squad, and also promised to give assistance where real difficulties arose. That is five men at the punch and seven in the hanging-up squad, out of which a permanent tackle hanger was to be taken."

The local correspondent of the Board of Trade furnishes the actual terms of settlement:—

1st. With respect to *North Yard* No. 4 scale for punching and No. 3 scale for hanging-up squads, including tackle man, to be worked. This applies equally to shell and maindeck stringers, as well as to other work specified in the scale of help.

2nd. When ground is disturbed under the vessel to give riveters height for working under the bottom, the firm to give assistance on account of ground being soft. This to be arranged with Mr. ——— on representations by helpers.

3rd. Regarding the incline part of shed between punching and counter sinking machine, assistance to be given by the firm for heavy platers either in the form of an extra man or of other appliances.

4th. Shell plates not to be weighed, and with the heaviest stringer plates assistance to be given at the weighing machines.

448. The following is the award of Councillor John O'Hanlan:—

No. 3 scale to be worked inside and outside, that is, six men to be allowed in punching squad, and eight men in the hanging-up squad, including tackle hanger.
In no instance except a breakdown of machinery, &c., must less than six men work the plates at the punch.

444, 446, and **448.** The local correspondent to the Board of Trade gives the following general report upon the circumstances of these three disputes, arising out of adoption of the agreed upon 'Scale of Help."

"STRIKE OF PLATERS' HELPERS.

"The disputes now pending at the yards of Messrs.——— (three firms given) have arisen over a new scale of help and the proper interpretation of one of its clauses. For some considerable time past friction has existed in various yards on the Tyne over the number of men that should form a squad in connection with platers, in the punching and hanging-up of plates. To obviate if possible trouble of this kind in the future the employers and representatives of the men devised a scale of help according to the working facilities of each yard.

"In the application of this scale, however, differences are taking place as to the facilities of certain yards. At Messrs.——— (**Nos. 446** and **448**), these two firms claim to be placed under the highest scale as having the best available facilities, which the men deny, hence the dispute.

"At the yard of Messrs.——— (**No. 444**), it appears that the dispute is in connection with the platers, who object to the scale as applied to them owing to the difference it will make in their remuneration. There is also another point in the controversy, which may be said to be the main one; it is in reference to the meaning of the latter part of one clause which reads as follows:—"But in no case shall plates be worked with less men than is allowed for by these scales. In working certain heavy plates it is necessary at times to use a 'teazle.' The contention over this is, as to whether a man apart or from the squad shall work the 'teazle.' The helpers contend according to the wording of the clause that an extra hand or man is required to do this, while the employers say he has to be taken from the squad."

515. The terms of the arbitrator's award upon the question in dispute in this case are as follows:—

8, Albion Place, Leeds,
11th March, 1895.

GENTLEMEN,

Having been requested by the representatives of joint committee of the owners and men to determine a question at issue between them arising on the price list for the Silkstone Seam of the colliery, I have examined the workings in the colliery, and heard and considered the allegations and evidence submitted to me by the representatives of the above respective committees, and I order and direct that the list of prices in the Silkstone Seam of the colliery, dated 1st January 1895 (a copy of which list initialled by me accompanies this letter), be amended by adding thereto immediately after No. 6 in the said price list as follows:—

6*a*. When baring coal is required to be thrown into goaf then in addition to the above rates of coal getting—

For throwing away 2½ inches thick and under - - - 1½*d*. per ton.
,, ,, ,, between 2½ inches thick and 5 inches - - 2¾*d*. ,,
,, ,, ,, ,, 5 ,, ,, ,, 8 ,, - - 3½*d*. ,,
,, ,, ,, over 8 inches for every 2 inches rise in thickness - ½*d*. ,, extra.

The expenses of the reference and of this award should be divided equally between the parties to the reference.

I am, yours truly,
(Signed) THOMAS MARSHALL.

518. The employer states:—

"It should be borne in mind that, owing to scarcity of trucks, my pits have not wrought a full week since October, and that statistics contained in this form are, therefore, for the most part, provisional. I have tried to do the very best I can for my men, but I am afraid that, what with royalties, fixed charges, heavy oncost, and low market prices, it will still take my colliery all its time to pay itself. As in all thin seam collieries, oncost is very high as compared with output."

556. The miners' checkweighman furnishes a printed circular containing particulars of the tubs "laid out":—

Pay No. 7.	Day Shift, 9 Days.	Night Shift, 8 Days.	
Polka Maudlin	Scores	181 tubs laid out	983
Low Main Seams	,,	471 ,,	367
Hutton Seams	,,	419 ,,	130
Main Coal	,,	99 ,,	175
West Pit Maudlins	,,	490 ,,	1,696

Pay No. 8.	Day Shift, 8 Days.	Night Shift, 7 Days.	
Polka Maudlin	Scores	102 tubs laid out	513
Low Main Seams	,,	374 ,,	348
Hutton Seams	,,	109 ,,	87
Main Coal	,,	87 ,,	165
West Pit Maudlins	,,	364 ,,	1,513

Pay No. 9.	First Four Days.	Monday, Tuesday, Wednesday, and Thursday.	
Polka Maudlin	Scores	31 tubs laid out	207
Low Main Seams	,,	225 ,,	355
Hutton Seams	,,	58 ,,	111
Main Coal	,,	46 ,,	110
West Pit Maudlins	,,	114 ,,	1,017

P.S.—Between No. 8 and 9 Pays there was taken from the Polka Maudlin (which is a dirty seam) about 40 men, and placed in Lower Main Seams (which are recognised as clean seams). Notwithstanding this, there was on Tuesday and Wednesday of No. 9 Pay about 960 tubs laid out.

P.S.—The tubs are 7 cwt. Fines ranging from 2*d*., 3*d*., 4*d*., and 6*d*. Majority, 3*d*. and 6*d*.

570. The miners' union branch secretary observes:—

"We have a number of men who refuse to pay to the association, and are the participators of all its advantages. The association, at a general council of the delegates passed a resolution to this effect, that any man who refuses to pay to the association shall descend and ascend by himself. On the day in question several non-unionists refused to do so, and hence the stop. We are still being perplexed by the same thing. We think that if all are allowed to receive the benefits all should be compelled to pay, the same as ratepayers. It is a foregone conclusion that the Durham Miners' Association is a good organisation, and prevents many strikes, and I think we should have the help of the masters in this question. All that in my opinion is necessary to stop the friction that is coming out of the above is, that the master should say to these men 'You ought to be men, and pay your share to maintenance of the association out of which you receive much good help.'"

581. The colliery checkweighman says:—

"*The notice* was to the effect that workmen do not keep sons or lodgers who were not employed at ——— colliery," and states as the result—

"The company agreed to let *sons* remain who were following other employment."

He further suggests that—

"Workmen who are dismissed the employment be allowed three months at the least to remove," and says:—

"It is a great hardship on miners to be put out of a house, and not any houses unlet to remove to."

592. A correspondent of the Department gives the following report:—

"It was agreed that men should return to work practically as they came out. Three men to work in 22 yard banks, where they do their own packing; five men to work in 30 yard banks, where the men do their own packing, and four men to work in 30 yard banks if the company do the packing. It was also agreed that a sub-committee of two persons from each side should inspect the working places at the colliery when they were properly opened out, and if necessary report back to the joint committee. The company will use their best endeavours to get the coal out as expeditiously as possible, and as far as the conditions of the workings will allow in consequence of the strike. It will be a long time before the whole of the men and boys get back to work again on account of the bad condition of the mine brought about by the stoppage."

596. The miners' union secretary says with reference to preventing or settling disputes:—

"This is a big question, but as we think prevention better than cure, we venture to state that, miners and others who are on piecework would do a great deal to prevent disputes by thorough combination, and resolving to cease to compete. Masters also ceasing this ruinous work of competition would do a great deal to prevent these disputes. As to settling, when once a dispute is begun, arbitration and conciliation such as we have experienced we have no faith in, and until a spirit of conciliation is infused we can see no way but war."

607. The following is taken from the "Western Mail" of 5th September 1895:—

Terms of the Award.

Having been appointed by the Joint Sliding Scale Committee to investigate the dispute between the management and the workmen at this colliery as to the mode of measuring the headings, we, after hearing evidence given by both sides, hereby award as under, viz.:—

1. *Nottingham Headings or Roads.*

All headings to be measured to the face of the coal, provided the coal is not further than three yards beyond the foremost cog or finished wall.

2. *Headings Cutting Faces.*

All headings to be measured to the coal, provided the coal is not further than five yards beyond the foremost cog and the rubbish is cleared.

3. *Stoppage of Headings.*

When a heading is finished or stopped by the order of the management, it is to be measured to the coal in the centre of the road, but the management may claim such heading to be completed to where it is measured.

When a man leaves a heading his successor is to take it from the point of measurement made on the foregoing basis.

(Signed) W. THOMAS.
T. D. ISAAC.

629. The local correspondent to the Board of Trade reports, with reference to the circumstances of this dispute:—

"Previous to the dispute the following was the scale of deductions for dirt:—

7	lb. of dirt - -	2 cwt. of coal deducted.
10½	„ - -	3 „ „
14	„ - -	4 „ „
17	„ - -	5 „ „
21	„ - - -	The whole hutch „

"On September 27th the company intimated that anyone sending up more than 21 lbs. of dirt to the hutch would have a day's wage deducted and be liable to dismissal. This rule was enforced on Saturday, September 28th, four men being dismissed.

"On Monday, September 30th, the men working at the colliery sent a deputation to the manager asking some modification of the new scale and the reinstatement of the men dismissed. This

was refused, and the men lifted their tools on October 1st. On October 7th the men resumed work on the following modification of the new scale :—

21 lb. of dirt	- -	1 hutch deducted.
30 „	- -	1½ „ „
Above 30 „	- -	2 „ „

"And the men liable to be dismissed."

659. With reference to his suggestion of arbitration for settling disputes, the miners' agent observes :—

"All our disputes have been settled quicker through agent than any other medicine."

662. The employer in suggesting arbitration as a means of settling disputes, adds :—

"The usual and proper manner to settle disputes at individual collieries is by a court of arbitration which sits at Newcastle from time to time to settle all small disputes.

"There are representatives of the owners and of the men with an impartial umpire. The putters on this occasion took the matter into their own hands with disastrous results to themselves and others employed at the colliery."

671. The employer reports the circumstances of this dispute as follows :—

"The boys appeared at the office in a body one night and demanded an advance of 3*d.* per day, which was refused. At the same time the manager informed them that if they would appoint a deputation of their parents who worked at the colliery any complaint would be inquired into. They refused to work the next day, and, backed up by the men, the pit was laid idle four days, at the end of which time the whole of the men and boys returned to work unconditionally.

"Afterwards some boys were promoted, and others taking their places received small advances, 1*d.* to 2*d.* per day.

"The grievance seems to have been caused by boys being kept too long at the same work, although being well paid for the work they were doing. A man seldom leaves the colliery, and promotion among the bigger youths is therefore difficult."

673. For settling disputes the secretary to the Durham Cokemen's Association says :—

"Cannot suggest anything better than our present system, viz., conciliation, provided it is properly carried out."

683. The employers suggest :—

"Treat men fairly—giving a fair wage and expecting fair value in work; give full consideration to men's demands and explain to them your reasons for acceding or not acceding to their demands. But do not give way to bluster or allow men to force your hand."

689. The branch secretary of the Settmakers' Union states that the cause of dispute was—

"The introduction of what is termed grippers. Size of stone making was 4¼ and 7¼. Grippers were made four inches wide to go down sides of setts four inches thick. Nothing being allowed for bumps or small rises on sides, which is the rule of the trade, the reduction made in the size was calculated to make a reduction in price per ton of fully 1*s.*"

690. The secretary to the Quarrymen's Union suggests :—

"Less haste on the part of workmen to cease work, and more on the part of employers to meet the duly elected representatives of the men;" and observes :—

"Nearly all our more serious troubles have been due to hasty actions on the men's part."

693. The Settmakers' Union branch secretary, in response to invitation to suggest means of preventing or settling disputes says :—

"This is a difficult question to answer. My own opinion is that there would be far fewer trade disputes if employers and managers would not assume such a 'stand-offish' attitude to their men. Nothing irritates men more than this, and I have known disputes entered upon which a little consideration would have prevented. Men like their employers to come among them and treat with them as equals, and the employer who is ready to meet his men, or their chosen representatives, and discuss matters frankly and freely, will have little reason to fear any unreasonable demands from his men. Too many employers, instead of seeking to find any *modus vivendi* send an ultimatum to their men. This arouses angry feelings, and when once a dispute is entered on men will frequently refuse terms that they would have accepted as the result of an amicable discussion.

"Boards of arbitration, if they can command confidence, would be useful."

746. The trade union secretary observes :—

"I suggested to the directors, and they accepted the suggestion, that they, the directors, should be willing to receive a deputation from the operatives at any time in reference to any grievance, instead of waiting until the whole place was in a state of unrest."

747. With regard to their suggestion to prevent picketing and intimidation the employers observe :—

"Strikes in many cases would not be of long duration if intimidation and violence were prevented by stopping illegal picketing. Either the men would quickly learn that there was an abundant supply of labour to take their places, or the masters would find that there was not. In either case this would predispose one side or the other to a settlement."

752. In answer to invitation to suggest means of settling disputes, the trade union secretary suggests :—

'Don't know of any better system than the one obtaining in Bolton spinning trade, where the employers have had for many years a secretary who has worked at spinning, and in any case of dispute he accompanies the secretary of the operatives' association to the firm, and they go into the cause of it on the spot, and generally agree upon something which is satisfactory."

The employers state :—

"The men should have adopted the same proceedings to avoid a strike as were adopted to settle it. Had they done so, and not been so arbitrary, no strike need have occurred."

783. For preventing disputes, the employer (Dundee jute trade) suggests :—

"The full realisation of the gravity of the outlook for the future of the textile industries in this district."

786. An employer concerned in the dispute in the Dundee jute trade in August 1895, says :—

"We are in hope that by the formation of the Dundee and District Spinners and Manufacturers Association, giving unity of action, we shall have fewer trade disputes, and if they do occur we should be in a better position to deal with them."

846. The following terms of settlement of the musicians' dispute in Hull are taken from the "Hull News," October 4th, 1895 :—

TERMS OF SETTLEMENT.

1. That the above action be withdrawn on the terms and conditions following :—

2. That the defendants pay to the plaintiffs their entire costs of the action as between party and party (including the costs of the application for the interim injunction) up to and inclusive of September 12th, to be taxed if necessary.

3. That (*here are given ten names*) shall be entitled to take up their old places in the orchestra of the plaintiff's theatre at the same rate of wages as they received when their appointments terminated, and on the customary conditions of service, provided they express their desire to return in writing to the plaintiff company on or before Thursday, October 3rd, 1895.

4. That the Amalgamated Musicians' Union agree to pay those members of the present orchestra who make way to replace those members of the old orchestra who may express their desire to return in writing on or before Thursday, October 3rd, a sum equal to that at present received as their weekly salary from the Grand Theatre Company each week, and such payment shall continue until the recipients obtain a permanent or regular engagement elsewhere.

5. No proceedings taken in this action shall prejudicially affect any of the parties directly concerned in the late dispute.

6. The plaintiff company agree to pay a minimum wage in their orchestra not less than the minimum wage paid by the management of the Theatre Royal, Hull, such minimum not to be less than 1*l.* 5*s.* per week.

APPENDIX IV.

EXTRACTS FROM ANNUAL AND OTHER REPORTS OF TRADE UNIONS WITH REGARD TO DISPUTES AND THE STATE OF TRADE GENERALLY IN 1895.

BUILDING TRADES.

Operative Bricklayers' Society.

"Seventeen branches obtained an advance of wages, and three succeeded in reducing their working hours, at a total cost for trade disputes of 3,345*l.* 15*s.* 1½*d.* When it is remembered that this sum represents the total cost of trade disputes for the year, and that a large portion was spent in resisting attempts to reduce wages, or other attacks on the few privileges we possess, I think it may be taken as a complete answer to those who speak of trade unions as organisations for stirring up strife among workmen. This statement may appear somewhat stale but I think we cannot too clearly show our position in this matter, in the face of what has been attempted by a few individuals, to, as they term it, 'break down the tyranny exercised by trade unions.' So far as our trade, at least, is concerned, we may congratulate ourselves on having exposed the hollowness of their pretended combination, and although aided by capitalistic influence, they may struggle on, and perhaps attempt the 'breaking down' process, we can afford to smile at their efforts. This required a little sacrifice on the part of each member, but I am sure that all will admit the result has proved the wisdom of being prepared for the emergency."

Amalgamated Society of Carpenters and Joiners.

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"Trade privileges, which include payments made to members in supporting existing privileges as well as those obtaining fresh ones, required 6,607*l.* 16*s.* 1½*d.*, or 3*s.* 3*d.* per member, as against 9,687*l.* in 1894 and 15,904*l.* in 1893. This is a most gratifying reduction, which no doubt all will appreciate. In connection with this branch of our expenditure it is worthy of note that many of the disputes arose out of the employers' objections to the insertion of a clause in the working rules prohibiting piece-work, and the attempted resistance to the introduction of prepared joinery, made under conditions which our rules forbid members taking part in.

The cost of maintaining managing committees to watch over the interests of our trade and prevent, as far as possible, disputes taking place in all the principal districts where our society extends, is placed under the heading of trade management expenses, and entailed a charge on our funds of 2,202*l.* 2*s.* 6*d.*, or about 40*l.* in excess of the previous year."

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"The progress of our organisation has undoubtedly been highly satisfactory, but I sometimes fear that the knowledge of our increasing strength often causes us to under-estimate that of employers when entering into conflicts with them, and that we do not sufficiently realise the new forces that are being arrayed against us. I refer more especially to the combination of capitalists, which to-day appears stronger and more determined than ever. In the cotton spinners' and miners' disputes, which occurred a few years ago, we saw that the men had to face the employers in federation. In the more recent boot troubles, they were confronted with all the employers in combination, pledged to be loyal to their common object; and then, again, the remarkable confederation in the engineering trade on the Clyde and at Belfast, where, notwithstanding the Glasgow employers had arranged terms with their hands, they had by virtue of their agreement to lock them out because the Belfast men resolved to proceed to a strike.

It is obvious, therefore, that strikes in the future will tend more and more to be fights to the death, and as the battle is usually on the side of the strongest, the result cannot under existing circumstances, be entirely favourable to us, as the very nature of our trade renders it almost impossible that we can expect complete organisation; consequently there will always be a large percentage of men outside our union scattered about the country in small groups, who can be readily attracted into the larger towns by the offer of higher wages and certainty of work for a stipulated period.

The question, therefore, is—how shall we prepare ourselves for meeting the dangers I have foreshadowed? My answer is, that, seeing we shall have no longer the services of duly appointed organisers to help forward the cause of unionism in our trade, we must resolve ourselves into a compact army of organisers, one and all being determined that no non-union joiner with whom they may be brought into contact shall be allowed to escape without having instilled into his mind, the

absolute necessity of assisting in the work of upholding the rights and privileges of our trade by becoming a member of our union.

If this propagandist work was only entered upon with determination and vigour, we should speedily absorb every non-union joiner in the towns where we have branches, and where we have none others would spring up rapidly through the efforts of individual missionaries in our cause, with the result that side by side with this growth of unionism the conditions of labour would become more assimilated throughout the country, and the inducement of a few shillings per week extra in wages would no longer exist; thus our trade movements would be decided more upon the merits of our demands than upon the employers' abilities to fill our places with imported labour. In the meantime, however, I would strongly advocate conciliation where possible, as by this method we shall be able to accomplish that which strikes fail to do."

Associated Carpenters and Joiners.

"The past year has been remarkable for the number of movements in the smaller branches. The following branches have received advance of wages to the extent of ½*d.* per hour:—Airdrie, Bellshill, Beith, Brought Ferry, Bridge-of-Allan, Bridge-of-Weir, Brechin, Callander, Cambuslang, Coatbridge, Cupar, Dundee, Dunoon, Falkirk, Johnstone, Manchester, Montrose, Oban, Perth, Stirling, Saltcoats, and Ardrossan, while a number of branches have obtained codes of byelaws and working regulations."

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"It must be very pleasing to the members to see the progress made in advancing and defending the interests of the trade at such a small cost. Whether this state of matters is due to a desire on the part of the employers to give their workmen higher wages is more than we can believe. We are rather of the opinion that the result is due to the existing superior organisation of the workmen and to the general prosperity of the trade. A few branches during the year had the reduction of the hours of labour under consideration, but as yet nothing definite has been done."

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"In conclusion we are pleased to state that while a number of those unfortunate disputes have cropped up between the various trades employed in the shipbuilding industry, as to demarcation of work they have all been settled without a cessation of labour. For this state of affairs we are indebted to the Federation and the various district committees."

General Union of Operative Carpenters and Joiners.

"For strikes, lock-outs, and victimised benefits we have paid 1,308*l.* 19*s.* 9*d.*—this represents a fraction under 4*s.* 6*d.* per member on the 5,841 members—but it is scarcely correct to base a calculation on the full number, seeing that members in receipt of benefit are exempt from paying strike levies; also those who have not been nine months in the society, which would considerably reduce the number and would bring the amount quite up to 6*s.* per member—the amount of levy called by the executive council to meet this benefit, as per rule."

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"So long as we can keep free from internal dissensions within our own ranks, the most highly trained and skilled workers that are to be found are those connected with our various trade organisations. But every year shows the necessity of a closer combination of the workers belonging to the same industry, although belonging to separate trades and societies. Various attempts have been made, and in some instances they have formed federations, through which the members have received considerable concessions without having resort to strikes; and I trust that another year will not pass over without a determined effort being made to establish a national federation of all workers connected with the building trades."

Amalgamated Society of House Decorators and Painters.

"Trade movements for the coming spring are already instituted in Birmingham, Leicester, Portsmouth, and Macclesfield. The movement in the London district remains much the same as it was 12 months ago, the conditions generally are anything but satisfactory. However, we can only hope that in each locality matters may be brought to such a settlement as will meet the approbation of all parties concerned."

National Amalgamated Society of Operative House and Ship Painters and Decorators.

"Advances in wages or improved working rules, in some places both, have been secured in Ashton-under-Lyne, Bacup, Haslingden, Bury, Farnworth, Manchester, Bradford, Blyth, Runcorn, Sunderland, Wigan, Carlisle, North Shields, Newry, and Ramsbottom. All this good work has been accomplished at the small cost of 160*l.* 8*s.*, or 5¾*d.* per member."

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"By referring to the amount expended under the heading of trade privileges it will be observed that it is very small when we take into consideration the very great advance in wages and working conditions which have been gained in many of our branches. Some portion of this amount has had to be expended in resisting encroachments by employers. In almost all cases where leave to move

was granted to branches in the spring of the year the negotiations were conducted in a friendly manner, and in no case where an advance has been gained by peaceful means have the employers turned round, as trade declined, and attempted to enforce reductions, which is another certain proof that any advance or improvement in the condition of working is far more lasting when arrived at by peaceful and amicable means than when extreme measures have to be resorted to by either side."

National Association of Operative Plasterers.

"The past year will be always one for special congratulation in the interests of the trade, being the year that saw the amalgamation of the Liverpool and Metropolitan societies, and thus joining the link to combine the Plasterers' trade union into one solid body throughout England. The value of such unity has clearly demonstrated itself up to the hilt in the case of Liverpool, where they have increased their membership by nearly 200 since the amalgamation in May last.

During the past year various districts have obtained advances in wages, and other privileges, among them being Manchester, Portsmouth, Southampton, Chester, Altrincham and Sale, and Sheffield."

Operative Stonemasons Friendly Society of England, Ireland, and Wales. Disputes.

"In pursuing the income and expenditure of this fund, we find that, at the rate of 1¼*d.* per week per member, it has realised 3,108*l.* 4*s.* 5¼*d.*; the expenditure having amounted to 1,280*l.* 15*s.* 10½*d.*, shows a saving of 1,827*l.* 8*s.* 6¾*d.*, or 158*l.* 8*s.* 11¾d. less than last year's saving.

Although having increased our expenditure rather more than last year, we do not think that it has been injudiciously spent, there having been many advantages gained by the additional outlay. And in commenting on the action of some of our lodges, we are bound to congratulate the members on their wisdom and tactics in bringing about in so many instances such speedy settlements as we have seen from time to time recorded through the returns, and by so doing tend to their credit, as such actions as those often curtail an unnecessary amount of expenditure to this fund, without gaining any material benefit."

United Builders' Labourers' Union.

"With regard to the year 1895, the period which this Report covers, we have to first of all express our satisfaction that it was a year of unusual activity in the building industry as compared with the years 1893 and 1894.

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We were the means of the Sevenoaks labourers receiving ½*d.* per hour increase, and the employés of the Urban Council of Walthamstow receiving an increase of 2*s.* per week.

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Compensation has been secured, which reaches a sum of no less than 663*l.* 5*s.* for the year, or a total in three years of 2,319*l.* 3*s.* 10*d.* When it is borne in mind that these cases have been settled by the general secretary without resorting to law, and average a settlement of one a fortnight, the work and labour entailed in obtaining such results will be obvious. In those cases we have had to fight, we have not been successful, owing to some of the abominable provisions of the Employers' Liability Bill, especially the 'common employment' term, which is invariably the cause of non-success in courts of law.

Many cases have also occurred of detention of wages, and notice under the 1892 Agreement, all of which we have been successful in securing. The sum of 131*l.* 8*s.* 8*d.* has also been paid out, during the year, to members victimised in consequence of disagreements with the skilled trades and their employers."

General Labourers' Amalgamated Union

"We are sorry to say that last year has been the heaviest the union has experienced for accidents, which prevented a great many of our members from following their employment, and we have paid to members over 440*l.*; death claims to members and wives have amounted to 330*l.*; the union has likewise spent 450*l.* in dispute pay. During last year compensation has been obtained for members of upwards 400*l.*, besides obtaining wages for members which employers would not pay until they had been approached by us. After paying all these benefits, we still have a balance in hand on the year of 260*l.*, which speaks well for the union's funds.

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Our organizer, during the year, has addressed meetings all over the metropolis, and also has had several meetings in the provinces. He has inspected labourers' tickets on over 300 jobs, besides conducting the strike at Gosport, which lasted 17 weeks, and was finally brought to a successful issue. While conducting the strike at Gosport he visited the Isle of Wight, the Salisbury branches, and held additional meetings at Aldershot and Weymouth. He went to Cambridge where he held several meetings in and around that district, and was the means of increasing the Cambridge branch upwards of 50 members in 10 or 12 days."

CABINET AND FURNISHING TRADES.

Amalgamated Union of Cabinet Makers.

"As in the previous year we have not had any trade disputes of any consequence, but we have, through the prevailing good trade, been able to retain previous gains, as well as some little advances which were secured by the mutual arrangements of employers and members."

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"Before concluding, we would again urge that in times such as the present our officers and members should use their utmost energy to secure a more complete organisation of the trade in their respective branches. There are hundreds of men reaping the benefits obtained by the union in the shape of increased wages and less working hours: men who will grasp at the fruits of our labours without bearing a part of the burden. There is still a stronger reason why we ought to have those non-members within the pale of the union. Our practical experience teaches us that they are at the beck and call of captious employers, to be used against us on every opportunity. This is a source of weakness which, if our union is to be a progressive one, must be overcome. We therefore, hope these few remarks will stimulate each member to strive by every legitimate means to increase our ranks, by inducing non-members to join us in our endeavours to elevate the position of every man in the cabinet trade. This is a work which was aimed at by the promoters of the union in 1833, and the nature of our surroundings requires us to be ever on the alert to use all our endeavours to consolidate our position in the trade."

Alliance Cabinet Makers' Association.

"During the year, several attempts to reduce wages were successfully resisted, and in many towns better conditions were obtained for our members and the trade generally.

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The amount expended for out-of-work support is 2,392*l.* 19*s.*, or 1,212*l.* 14*s.* 10*d.* less than the previous year, being an average of 11*s.* 11¼*d.* per member, as compared with 15*s.* 7¾*d.* for 1894.

The amount of 660*l.* 13*s.* was paid for dispute support, being 183*l.* 4*s.* 6*d.* less than the previous year, and an average of 3*s.* 3½*d.* per member.

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Towards the close of 1895 there were evidences that a period of good trade might be reasonably expected; those evidences, we are pleased to say, have been realised during the portion of 1896 which has already passed, our trade being better than it has known to be for over 30 years."

CLOTHING TRADES.

Amalgamated Society of Tailors.

Strikes and Lock-outs.

"The amount of 1,638*l.* 5*s.* 0½*d.* has been expended under this head during the past year, and the greater part of this was expended on the Dundee strike, which it will be within your recollection was pending during the first three months of the year. Very few movements were undertaken during 1895, and where there was any advance sought it was peaceably obtained, with the exception of Sligo. The balance of the expenditure on this benefit has been spent in defending our position in several towns, chiefly against the introduction of out-working in certain shops, and innovations that have been made on the logs by isolated employers. As every member in the society is entitled to this benefit, we must take the average cost on the full membership, which comes out at 2*s.* 2¼*d.* per member."

National Union of Boot and Shoe Operatives.

First Half-yearly Report, 1895.

"Compensation claims total 339*l.* 7*s.* 6*d.* as against 167*l.* 5*s.* 6*d.* last half-year, an increase of 172*l.* 2*s.*; this is owing to so many being discharged after the Lock-out.

The amount credited to Dispute and Arbitration is 818*l.* 0*s.* 11*d.*, as against 1,965*l.* 17*s.* 1*d.*, a decrease of 1,147*l.* 16*s.* 2*d.*

The Lock-out cost the Union 56,383*l.* 6*s.* 8*d.*

Conference expenses amount to 150*l.* 14*s.* 5*d.*, as against 16*l.* 5*s.* 9*d.*, an increase of 134*l.* 8*s.* 4*d.*

Sum deposited with Sir Henry James and Sir Courtenay Boyle, in accordance with terms of settlement, 1,000*l.*

Travelling Assistance has cost 130*l.* 6*s.* 5*d.*, as against 245*l.* 3*s.* spent last half-year, a decrease of 114*l.* 16*s.* 7*d.*"

Second Half-yearly Report, 1895.

"The claims for compensation total 161*l.* 10s., as against 339*l.* 7*s.* 6*d.* last half-year, a decrease of 170*l.* 17*s.* 6*d.*

The amount credited to dispute and arbitration is 896*l.* 15*s.* 2*d.*, as against 818*l.* 0*s.* 11*d.*, an increase of 78*l.* 14*s.* 3*d.* The cost of the lock-out, of course, is not included in last half-year's estimate of dispute pay.

Conference expenses total 5*l.* 15*s.* 1*d.* as against 150*l.* 14*s.* 5*d.*, a decrease of 144*l.* 19*s.* 4*d.*

Travelling assistance has cost 141*l.* 7*s.*, as against 130*l.* 6*s.* 5*d.*, which is an increase of 11*l.* 0*s.* 7*d.*"

Amalgamated Society of Boot and Shoe Makers.

Quarter ending April 15th, 1895.

"The great improvement in all branches of our trade reported by nearly every section during this and last quarter, fortunately continues, and there are but very little signs of any falling off at present. The secretaries also report that it is a very long time since so many applications have been received from employers for men, very few of which they have been able to satisfy, owing to all the men having sufficient employment; the only chance they had of meeting these applications being amongst men wanting a change of employment.

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The present satisfactory state of trade is pretty well reflected by the very few disputes that had to be dealt with during the quarter, and Birmingham, Kensington, West End men's and women's, that you recorded your votes in favour of them soliciting certain employers for an increase of wages, have in each case been successful in their efforts without a single man being disturbed in his work, and as the firms dealt with employ over 100 men between them, that number of men are now receiving a daily benefit in consequence of action taken."

Quarter ending July 8th, 1895.

"The reports made by secretaries sending in their returns for this quarter show that the state of our trade in almost every district has been exceptionally good, and although there is now a considerable falling off, that is what we generally experience at this period of the year, but even the usual seasonal slackness is not of such a character as to cause much complaint amongst the members; and there are undoubtedly hopeful signs in almost every direction that the severe depression which has hung over nearly every industry during the last few years is gradually disappearing."

Quarter ending September 30, 1895.

"The year so near its close has been, so far as activity in trade is concerned, a very considerable improvement on what our members have experienced for several years past, especially at this particular period of the year. In the returns for present quarter, some of our sections report trade as good, and the worst reports to hand are, that trade is 'dull,' showing that the constantly recurring reports at this time of year that 'trade is very slack, many of our members are not able to secure sufficient 'work to obtain even an indifferent living,' are entirely absent; not only that, but a hopeful feeling pervades nearly all the communications received with sections' returns."

COOPERS.

The National Amalgamated Society of Coopers.

"It has only been in the chemical works where we have had any trouble. Work in the cement factories has been about its normal state in the past year, owing to the foreign competition which has had to be dealt with, and there is no prospect of improvement, whilst in the white lead works trade was better than it has been for some years past. In the breweries our members have been very regularly employed."

ENGINEERING AND SHIPBUILDING TRADES.

Amalgamated Society of Engineers.

"It now becomes our duty to lay before you the details of one of the most eventful years of our history, as 1895 will be long remembered owing to the dispute with the employers at Belfast and on the Clyde, taking place during the closing months of the year, which would have been one of moderate prosperity for us had it not been for this and other causes of a similar nature having occurred during its progress, as the revival in trade so long looked for has been well maintained, and bears out the hopeful anticipations we ventured to express at the beginning, as will be seen upon a perusal of our monthly returns of unemployed members, which gradually got less as the year advanced, although the numbers did not decrease as rapidly as we desired; and, in consequence, the improvement has been somewhat slow, still it has been steady and sure, as will be seen from the numbers published each month. Therefore, for the purpose of comparison, the numbers who were on donation benefit in 1894 are also given, so that the difference month by month, as the year progressed, may be more readily seen, which it will be noticed is most striking especially from May onwards, and down to the period when the Belfast dispute and Clyde lock-out took place, and even in November, the month after the first-named disturbance, when an additional 800 members had been placed on the books, there was a decrease of 1,827 compared with the corresponding month in 1894; and in December, when the strike and lock-out were in full swing, affecting over 2,500 members, there was very little difference between the numbers shown and those recorded in the same month of 1894.

The following are the numbers published in each month during two years:—

——	1894.	1895.	Decrease.	Increase.	——	1894.	1895.	Decrease.	Increase.
January - -	7,688	6,755	933	—	July - -	6,583	4,269	2,314	—
February - -	6,070	5,660	410	—	August - - -	7,155	4,695	2,460	—
March - -	6,159	5,375	784	—	September - -	6,851	3,874	2,977	—
April - - -	5,986	5,101	885	—	October - -	6,677	3,751	2,926	—
May - -	6,099	4,855	1,244	—	November - -	6,366	4,539	1,827	—
June - - -	5,969	4,429	1,540	—	December - -	5,860	5,875	—.	15

Steam Engine Makers' Society.

"Societies like our own were derided for attaching benefits of a friendly nature, but events have proved that our forefathers were wise in their generation, when they adopted the principle which we of the present generation have done our best to extend and consolidate. Whilst we are prepared for peace, we are at the same time prepared for war. We have capital to meet our non-combatant members' claims, whilst we have it to defend our position if the capitalists become the aggressors, or causes arise that call for action to be taken.

This course has been demonstrated in the year this report takes into account, and the separate branches where conflicts have taken place, their record will be scanned with interest we have no doubt. At Barrow and Hull, the trouble, however, was not with employers, but with cognate trades who were encroaching upon engineers' work. It is unfortunate that such conflicts should take place as it is playing into the hands of the enemy, and creates a feeling of bitterness amongst workmen, when unity should be in the ascendant.

These two disputes cost us a fair sum, but the most important of the year were at Belfast and Glasgow. At neither place had we an excessive number, so, in consequence, were not allowed a voice either at the commencement or close, but our members had to take up a passive attitude and calmly wait the issue of events. They did so, and not only received the strike allowance of the society, but the hearty response of branches by voluntary contributions testified, in the first place, how popular the strike was at Belfast, and in the second how the attitude of our members in the two places was commended. Much has been written within the past four months in relation to this strike and lock-out, and much of it might have been left unsaid. The statements that the action of the employers was for the purpose of stamping out trade unions, is an old cry but almost out of date. We do not think that there is more than a very limited number of employers who have even the desire to do so, much less the thought that such a result is possible. History shows that the indomitable pluck of the British workman is proof against such attempts to break up his organisation by capitalists, but when this is attempted he is more firm in his allegiance, and more earnest in strengthening his society, provided it is conducted on an equitable basis, and officered by members who are as earnest and zealous as himself."

United Patternmakers' Association.

"Our position at the beginning of 1895 was a somewhat peculiar one. We had just emerged from from a long and exhausting struggle, which it is safe to say had disorganised our own and kindred trades on the north-east coast."

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"After things had become fairly settled down on the north-east coast we never had an abnormal number of members out of employment, although we always had sufficient on the books to indicate an utter absence of anything approaching a real briskness in trade. Our staple industry, marine engineering, was decidedly dull for the first nine months of the year, with occasional spasmodic and local flashes of improving trade. This is one, perhaps the most characteristic, feature of the marine engineering trade; it is usually a feast or a famine, generally the latter, and last year was no exception; the towns which exist solely upon this section of engineering having by far the worst experience of bad trade during the last three months of the year. The unfortunate dispute between the Engineers and the Federated Employers of the Clyde and Belfast completely stopped any hope of returning prosperity in these two districts for the remainder of the year, and had the direct effect of throwing a large number of our members out of work. In the various inland centres where stationary engine building and machine work is the staple product, trade has been much steadier, and many of our members who have been thrown out of employment in the shipbuilding ports have been able to secure work in these more favoured districts at a higher rate of wages. Work in repairing districts such as South Wales and the Mersey has been uniformly bad during 1895, the returns from our various branches in these districts showing heavy losses during the year's financial operations. In the Sheffield district, where a special class of work is done in connection with armour plates, &c., things have been bad; in fact, the state of trade in this district has been depressed for so long a period that it has become chronic, and we are driven to the conclusion that so far as the patternmakers are concerned the means of production far outweigh the powers of consumption, and a readjustment of these two factors is urgently required if the members of our trade in this district are to get a fair chance to earn their living.

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Our hours of labour remain as they were during 1894, and vary between 53 and 54 per week.

So far as we can ascertain, there seems but little disposition amongst employers to follow the example of the Government and various private firms, and voluntarily grant their workmen an eight-hour day. Before going in for a 48-hours' week it would be as well if we turned our attention to those places where the working hours remain at 54. Movements for reduction in hours moved at a snail's pace, and if we are not to lose the trifling advantage of the hour we have gained since 1872, it would be as well if that hour was conceded by every engineering firm throughout the kingdom. Such an arrangement would put employers on a common level, and it would give to the men an extra hour much needed relaxation, besides establishing a uniform system of working hours in our various engineering centres. With a revival of trade this question will undoubtedly come to the front, and if we are as long in obtaining a 48-hours' week as we have been in obtaining a general 53-hours' week, the employers may grant us this trifling concession with perfect equanimity, as they probably will not be troubled by an agitation for a reduction in the hours of labour for many years o come."

Friendly Society of Iron Founders of England, Ireland, and Wales.

"In submitting to your notice the eighty-sixth annual report, we are pleased to state that there is a distinct improvement in trade, and that we commence 1896 under more favourable conditions than has been the case for some years past. The surest and most reliable indication of an improvement is the steady decrease in the number of our unemployed. We commenced 1895 with 2,235 on the donative benefit, being close upon 15 per cent. of our total membership; and we closed the year with 1,001, or under 7 per cent. on the same benefit, including the unemployed and out of benefit in both calculations. These figures tell their own tale, and need no comment. So far as can be seen at present, this improvement is likely to continue for some time. We know by past experience that these periods of good trade are invariably followed by depressions, and we regret to say that of late years the seasons of good trade have been of shorter duration than they formerly were, which makes it all the more imperative that we should do all we can to strengthen our organisation while they continue.

In comparing our total membership it will be seen that there is a decrease of 19 during the year. This decrease is more apparent than real, as there was one branch that returned about 50 more members than was actually on their books at the end of 1894. Allowing for this we cannot say that we are satisfied with our numerical position, as there must be many outside our ranks who should be with us, and by that means helping to improve our position, instead of acting as a drag upon the wheels of unionism. We must not rest satisfied until every man who is capable of getting his living at moulding is a member of the society. The necessity for this is shown in the fact that the employers are rapidly availing themselves of the benefits of organisation and federation. We do not object to this action on the part of the employers; on the contrary, we are of opinion that a strong federation of employers and a strong federation of workmen would secure to the worker more solid advantages than he can obtain when either party is disorganised. Whilst admitting the right of the employers to federate for their own advantage, we would ask them to seriously consider whether their recent action is calculated to benefit either themselves or their workmen. Our objects are, we think, founded on justice and right; we seek through our organisation to secure for our members such wages as will enable them to live under decent and tolerable conditions, with sufficient leisure to enjoy some of the advantages of our improved civilisation, and we venture to think that financially theemployers would benefit by granting our demands. All past history goes to prove that the best paid workmen are the most profitable to their employers; and it is where our wages are lowest that

there is the least prosperity amongst the employers. We are glad to say that there are large employers of labour who recognise this, and our contention is justified by the fact that those employers have publicly stated that they have not suffered financially by treating their men with justice and equity.

Dispute Benefit.—The cost of this benefit for 1895 was 1,451*l.* 13*s.* 6*d.*, against 11,700*l.* 3*s.* 4*d.* in 1894, and 1,804*l.* 2*s.* 6*d.* in 1893. Out of the 1,451*l.* 13*s.* 6*d.*, the sum of 114*l.* 16*s.* was, by special vote of the society, given as extra dispute pay to the Belfast Strike and Cardiff Lock-out. The Belfast strike has consumed the most of the year's total, having expended 1,200*l.* 11*s.* as dispute benefit over and above what has been paid as donation along with the extra dispute pay. The cost per member per year was 1*s.* 11*d.*"

Associated Iron Moulders of Scotland.

"As in 1894, so in 1895, we have practically been free from disputes; no doubt we have met an employer here and there to arrange if possible about some misunderstanding which may have cropped up, but speaking as a body, we have had none, and we trust we will for many years to come, if not for all time coming, as a trade, be able to say we have steered clear of these rocks of differences, which are not beneficial to either the one party or the other. The principle of appeal to facts and reason we trust will always hold sway, and thus commend itself to the judgment of employers and employed, while we must have to regret that this spirit does not seem to spread so far and wide as we should like to see it do, as there is great need for it if our country is to hold its own with some other nations of the world who are running us very hard in many things we may once have had a monopoly in the production of, but have not to-day. We think, too, that boards of arbitration should, wherever formed, be open to the press and the public. Workmen have nothing to fear from either the one or the other. We want right and justice to rule, and should not be afraid of publicity. These boards for settling disputes would not do away with our unions, they would be more needed than ever and under increased necessity to enforce the decision of the board when given in favour of the workmen. The recent upheavals in our midst, in a kindred trade, we must regret, as too many, but especially the poor labourers, with their wives and children, have had to suffer untold misery, and we are but doing our duty at all times to work for the elimination of strikes from our midst, and as a body may the day never come when we would be called on to engage in such a dispute."

Associated Blacksmiths' Society.

"You are aware at the beginning of the present year agitations were set on foot in many districts with reference to an increase in wage rates, and the negotiations in connection with these movements have all been conducted through the general office, therefore, what with deputations and additional correspondence in attending to this special work, the compilation of this report gave place to the more urgent and important question—*re* wages.

During the early portion of the past year there were indications that a considerable improvement in trade might be safely anticipated. There is no doubt the prospects were encouraging, but the differences which sprung up betwixt the employers and employees discounted all the advantages which otherwise might have taken place, and 1895 will not be remembered as a year of peace and plenty.

In justice to the members of this society it is only right to observe there have been no difficulties with them and their employers. They have simply been passive spectators, the children of circumstances, and with others common sufferers on account of the interneeine warfare which has been indulged in by the employers and employees in other trades. The interdependence of one trade upon another is such that any difficulty arising with one section of labour dislocates the whole labour machine, and the disturbance is reflected and has its influence upon the whole of the other sections

While this society directly has had no difficulties with the employers, unfortunately in many districts, through the difficulties which have arisen with others, the members of this society have been drawn into the vortex, and to a great extent been made common sufferers in the hardships and privations which have had to be contended with."

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"*Dispute Benefit.*—There has been paid to 42 members 410 weeks and 1 day on this benefit, the amount 318*l.* 19*s.* 1*d.*; in only two cases had this society direct connection with the disputes. The one case occurred in Renfrew over a piece-work job, and the other took place in Govan over a non-society man. At the outset had only a little caution and prudence been evinced in dealing with these cases, both might have been obviated.

The other cases were the outcome of difficulties with the Amalgamated Engineers and their employers in Peterborough, Belfast, and the Clyde; in those troubles this society had 39 members on dispute benefit."

General Union of Braziers and Sheet Metal Workers.

"We find the year 1895 has closed with most encouraging signs of trade revival. The improvement which was noticeable in the first two quarters of the year has, we are glad to find, been steadily

maintained in each succeeding quarter, and the marked decrease of the unemployed in the last quarter of the year presents a condition of affairs to which we have been strangers for at least the past five years."

National Society of Amalgamated Brassworkers.

Industrial Alliances.

"These are going merrily along. Their object is to increase prices and wages (the latter by means of a bonus) and to enable manufacturers to obtain fair profits. The new principle, it may be at once said, belongs to Mr. E. J. Smith, to whom the honour of its origin must and will always be given. Because it carries with it the essential to success, 'co-operation with labour,' it has its bitter foes. Some wealthy manufacturers, who consider it beneath their dignity to associate with the toilers, place every obstacle in its path. Others, who want a free hand to damage their trade by mad and ruinous competition—those who hate combination because of its honest search-light, which prevents them from keeping men, women, and children in a state of thraldom—are dismayed at its onward march. These two opposing forces are in a state of terror, and in their extremity have formed a kind of sordid 'cave' in metaldom, to protect men in doing wrong and to prevent others from doing right. A combination, forsooth, which is to guide manufacturers into bankruptcy and to perpetuate low wages and hard conditions of labour. Their action, no doubt, may retard the progress of the movement, but such opposition must eventually fail of its footing and fall for want of stamina. On the other side, ranged against this abortive spite and would-be oppression, there are employers who recognise in the new principle a promise and a revelation of a happy future, in which industrial strife shall cease, and that always regrettable mode of warfare—the strike—shall be remitted to a barbarous past. Men who feel their due responsibility in either large or small concerns, who seek to secure an equitable profit, which will enable them to pay their creditors 20*s.* in the pound and their labourers a living wage, who, whenever a difference arises between themselves and their workmen, have confidence that their interests can be safely trusted to a wages board, consisting of equal numbers of employers and employees, such men will hail the new principle with delight."

United Society of Boilermakers and Iron Shipbuilders.

"I have pleasure in submitting to you the sixty-first annual report of the society, and to be able to congratulate you on an improved state of trade after the long and wearied years of depression which we have experienced. From present appearances, I think we may fairly expect two or three years at least of steady employment, which will be a great blessing to every one, and enable us individually and collectively to regain lost ground. For all bread-winners, who have to supply food for more mouths than their own, and to enable them to free themselves from those evils entailed by want of employment, continuous work, with provident and temperate habits is what is needed.

The revival in trade has led up to an advance in wages, which many of our members have been successful in obtaining, and the question may be asked: 'Whether our society has assisted its members in securing this?' In reply to this, I think the answer is in the affirmative. We are told that such questions as these are governed by the great natural laws of supply and demand, but our experience is that these great laws are quickened in their operation by a little artificial aid, and trade unions supply that assistance. No sensible man for one moment supposes that trade unions can raise wages in a falling market, nor can they prevent reductions when trade is declining."

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"Our demands on our employers for additional wages, which have been moderate in their character, have generally been courteously conceded, and thus our disputes have been few and unimportant. I sincerely trust that an amicable relationship between employers and employed may be permanently maintained. Although we may be told that in accordance with the law of supply and demand we are justified in pressing for all the advantages we can possibly obtain in busy times, and that we should accept whatever may be offered to us when trade is depressed, I hold that such a policy is advantageous neither to employer or employed, and cannot benefit the general public.

So long as the employer is taught, by pulpit, by press, or any school of political economy, that it is right to get his labour in the cheapest market, and the workmen are taught that it is right to try to get the highest wages paid in the highest market, so long as each one is trying to get all he can, and give as little as possible, so long will there be industrial wars. The first thing for the settlement of industrial troubles is the spirit of conciliation in both masters and men, and the recognition of the fact that both employer and employed are partners in a common enterprise.

Whenever our employers are disposed to meet us in a fair and conciliatory spirit, our members will do well to meet them with equal cordiality, to carefully consider any arguments which may be advanced, and thoroughly examine both sides of the question at issue. If both employers and their workmen are determined to act fairly by their opponents, as well as to secure justice for themselves matters of detail may be arranged, differences amicably settled, and results secured which will be far more satisfactory to all parties than anything which could be attained by a strike or a lock-out. Experience has convinced me that a friendly meeting, where both parties are determined, if possible, to peacefully settle all matters in dispute, will prove more beneficial than any reference to arbitration.

Finance.

Although there is 4,513*l.* 16*s.* 10*d.* entered as disputes, this is somewhat misleading, as we have not had any disputes during the year. The sum here named was paid to our members who were locked-out at Belfast during the engineers' strike, and our members at Walker and Wallsend who were out through the helpers' dispute with the employers on the new scale of help."

Associated Shipwrights' Society.

"It is again our privilege to present you with the Associated Shipwrights' Society's annual report for 1895. Considering the difficulties we have had to contend against, it is encouraging to be able to again congratulate our members on a fairly satisfactory year's work and progress, with improved prospects for the future.

But it would appear as if these very improved prospects were to be the cause of future trouble, through some employers not meeting the reasonable requests of their workmen. At the same time it is to be hoped that all workers will profit by the experience of the industrial conflicts of 1895, and following the example of the employers, lay aside all petty animosity and trade jealousy, and get consolidated and federated closer together.

The employers long since gave up the practice of each individual firm arranging with their own workmen. They banded themselves together in the different ports and dealt with them collectively. Now they are extending that principle, and the employers' associations of the different districts are now acting conjointly.

When the Employers' Associations decided to change their method of procedure, it would have been advisable for them to have notified the workmen's organisation of the same, and thereby prevent unnecessary friction arising.

So far as our method of procedure is concerned, it has been the practice for each district to act on its own initiative, and, whether it be liked or not, we will have to somewhat modify this to meet the changed action of our employers. Of late years, at least, whenever a reduction was enforced in one port, it usually went round the circuit of the other ports, this also applies more or less to advances.

Therefore, we do not know that, speaking generally, there would be much objection to the new method, provided first, that all employers competing in the same markets for similar work place themselves on an equal level with their competitors by paying as near as possible a uniform rate of wages for the same class of labour.

Yet it is a peculiar fact, that in so far at least as the rate of wages of our trade is concerned, that shipbuilding is in a dormant or stagnant state, with little or nothing doing where wages are low, and where the rates are higher, almost in every case, shipbuilding is in a more healthy condition.

This certainly goes to show, as is often stated, that low paid labour is not cheap labour.

One of the great difficulties of the shipbuilding trade has been its extreme fluctuations, unknown in some other trades where employers work to stock.

The shipbuilders, as a rule, do not build to stock but to order, and the past has shown it is either a rush of work, everyone working at fever heat, or a great depression with thousands idle, many of whom have been drawn into the trade during the busy times, which would not have been the case if the trade was steadier and more constant.

Therefore if, as some assert, the extension of the area of these negotiations will lead to a steadying of the shipbuilding trade, the individual workman would thereby be more or less compensated for his merging into the greater number by more constant employment.

Whether this may be so or not, as already stated, these transactions, either up or down, have usually become general. So that, so far as our members are concerned, it simply means that the greater number will require to be consulted at the initiation of any such movement.

We are very much in favour of having all these questions arranged by consultation and conciliation with our employers. But to make this successful and equitable, then the employers of the different districts must meet our members through their representatives in the same spirit. And we trust we will be as successful in the future as we have been during the past 14 years of our consolidated association.

Demarcation Question.—This matter continues to give considerable trouble in most of our districts, but as it is a question that has been repeatedly shown cannot be settled by the mere dictum of one party alone, it is to be hoped that the methods now arranged and in force in many places will be adopted and given a fair trial, wherever and whenever differences arise through this cause. It is to be regretted that some of the employers assume a somewhat peculiar position in connection with this difficulty.

It will be clearly understood that while we are willing to endeavour to arrive at a settlement by any just and equitable method, but this refused, we will exhaust every means at our disposal in the defence of our trade.

On the other hand, we have to seriously urge on all our members not to take any precipitate or arbitrary action in connection with this matter. Let us always have an opportunity of having the difference investigated, as such actions almost always do more harm than good, and those who persist in this procedure will only have themselves to blame if they and the trade suffer loss thereby.

The dockyard difficulty in this connection is being duly attended to and dealt with.

In connection with this subject and owing to the misconceptions afloat as to the work of our trade in the construction of modern vessels, a general statement, confirmed by communications from several of the principal shipbuilding firms on the various rivers, was issued in the beginning of last year, from

which it will be seen that of the shipwrights employed in the yards there is always from 25 to 45 per cent. employed otherwise than at purely wood work, namely, at what may be described as constructive work. This should be a sufficient answer to many of the extreme assertions of some of our opponents in this controversy."

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"*Unemployed Benefit.*—We are glad to be able to state that the outlay of 2,538*l.* 4*s.* 9*d.* for this benefit (which is a pretty fair record of the state of trade and of our labour market), shows the considerable reduction of 3,021*l.* 13*s.* 4*d.* on the previous year, and a reduction of no less than 4,283*l.* on 1893, which was the largest amount paid out for this benefit to date, and we can only hope that this will continue until it reaches the vanishing point, as it almost did in 1889."

Barge Builders' Trade Union.

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"We again can congratulate ourselves on the friendly relationship existing between us and our employers, not a single dispute taking place during the year."

Amalgamated Shipyard Helpers' Association.

Disputes.

"We had to deal with several critical disputes, all of which have been mentioned in our quarterly reports of business, with the exception of four, viz., one in Dundee, one in Whiteinch, one in Troon, and one in Clydebank. We were successful in all these disputes. Our record for the year, all told, totals 15; out of this number we won 14. Some were for lost time, some were for more help, and some were against boys and platers doing out helpers from jobs. We had a complaint from Messrs. ————————, anent our members absenting themselves from work through drinking. Your general secretary interviewed heads of firm, and when thoroughly investigated and all considered, it was found the platers were as much at fault if not more so than the helpers. Of course the policy is to blame the helpers for all stoppages.

On the whole, we came out of our disputes pretty safe, notwithstanding their number and variety."

PRINTING TRADE.

London Society of Compositors.

"It is also satisfactory to note that no disputes involving serious consequences have arisen during the year, although the matters referred for consideration have been both numerous and important. The most vital question claiming attention has undoubtedly been that connected with the working of composing machinery, the scale governing which was framed in the preceding year, with an understanding that it should remain in force until the end of the year under review, when, should either side so desire, its terms would be open to revision. The demand made by the employers early in November last, resulting in the convening of a conference, at which a provisional scale was agreed upon, with the events following, are of such recent occurrence, that it would appear to be unnecessary to recapitulate them at length. Sufficient to say that the claim made for further time in which to consider and, if necessary, amend the terms embodied in the provisional scale has been conceded by the employers, who have agreed that the scale of 1894 shall remain in force until the 28th of March, unless other terms are mutually agreed upon prior to that date. Before this report is in the hands of members the first meeting will have been held, and, it is hoped, some definite line of policy settled upon. It is evident that no subject of greater importance could well engage the attention of the trade, and it is equally evident that the eventual outcome of the conference will have a material bearing upon the future well-being of our organisation. Under such circumstances it behoves us to give the most careful consideration to the various points connected with this most important subject; and, when the views and desires of members have been fully and clearly ascertained, to press them upon the employers' acceptance with firmness and resolution."

Typographical Association.

Ninety-third Half-yearly Report for the Half Year ending December 28th, 1895.

"The composing machine question still supplies food for anxious and careful consideration. The conditions proposed and accepted when the machines were first introduced have not in all cases been carried out in the spirit which the executive council feel they have a right to expect. The question, so far as the executive council are concerned, has been treated in a fair and equitable manner, and up to now no very serious conflicts have occurred. The wisdom of the policy hitherto pursued is illustrated by the fact that the promoters of these machines have selected a ground outside the Association area for their first serious attempt to influence the conditions under which their machines

are being worked. This indicates the necessity for watchfulness to protect the position of Typographical Association members, and the executive council will deem it their duty, while recognising the right of employers to introduce these machines, to take such measures as may be considered essential to safeguard the interests of the Association. Hitherto, where opportunities have been afforded to meet employers, arrangements of a satisfactory character have generally been come to; and the executive council have still confidence that the difficulties which surround the question will eventually be successfully overcome."

Amalgamated Society of Lithographic Printers.

Half-yearly Report, December 3rd,1894, to June 1895.

"The sum paid for Dispute Benefit is most satisfactory in its diminishing smallness, the total being but 13*l.* 3*s.* 10*d.* for the half-year.

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The Society at the present time is free from trouble of any magnitude with employers. The office of Messrs. ————————, Glasgow, is again open to our members; a change having been made in the 'personnel' of the firm gave our Glasgow brethren the opportunity desired, and an understanding has been arrived at, and as stated, the place is again open to our members. Strong efforts are being made to bring about a reduction of hours at the establishment of Messrs. ————, Hyde. Our members employed there (of which we have about a dozen) are very dissatisfied at having to work one and a half hours longer per week at Hyde than is worked by our members in Manchester and Stockport. Steps have been taken to obtain in the movement the co-operation of the Typographical and Bookbinders Societies at Hyde; those efforts have been so far successful, that application by the former society has been made to their executive committee for permission to take steps to bring about the reduction, and the bookbinders are opening a branch with the same object in view, and ere long we hope to be successful in the undertaking."

Half Yearly Report, June 3rd to December 2nd, 1895.

"The amount paid under the heading of Dispute Benefit in defence of our rules and customs has again been very small, amounting only to the sum of 10*l.* 8*s.*

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The reference made to the Yorkshire Dispute gives the opportunity of calling attention to the unfortunate position of five of our members who took part in it, the whole of whom, with the exception of a few days, have been unemployed ever since. At a meeting of the G. C., held in June, a resolution was passed that an appeal on their behalf should be made throughout the whole of the society, coupled with a recommendation that the E. C. should make a grant from the funds of the society to increase the amount collected. The Leeds and Bradford branches conjointly made an appeal, which resulted in round figures to a sum of 44*l.* being realized.

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A branch of the society has been started at St. Albans; this step has been rendered necessary owing to the transference there of the works of one or two London firms engaged in lithography. According to present information others are likely to follow. It must be understood, in regard to wages, that London rates obtain in St. Albans.

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Members of the society generally will be pleased to learn that those firms in Manchester who tentatively adopted the 48 hours' week, have now decided, after 12 months' application, to permanently continue it. But it would be more pleasing still were other firms to follow the example set by these employers, who are trying their best to make better worth living the lives of their workpeople."

TRANSPORT.

Dock, Wharf, Riverside, and General Labourers' Union of Great Britain and Ireland.

"In presenting the report for 1895 we have every reason to congratulate ourselves on the amount of work accomplished on behalf of the men who are members of our organisation. The year has been an eventful one to the Dockers' Union, but we have been able to come through it wiser in experience and richer in possessions. The average of wages was well supported, and in a number of cases improved upon."

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Although members of the London Conciliation Board, we have not as yet called upon that body to interfere in any matters of dispute between ourselves and the employers. Generally speaking the port has been well able to hold its own, and in spite of an unfair and un-British attempt of shipowners, aided by their mercenaries, we have borne up fairly well."

Amalgamated Society of Railway Servants.

"In closing the report of the twenty-fourth year of the society's existence, it is again gratifying to note that, in spite of the attempts to depreciate and injure the society, it is in a more prosperous condition than heretofore, and during the past few years especially has done much to improve the position of the workers on our railways, both with respect to a reduction in hours and increased wages, and also protection of life and limb."

General Railway Workers' Union.

"In submitting the sixth annual report, balance sheets of branches, and general financial statements for the year ending 1895, I have to remind you that the commencement of the year had, like many of of its predecessors, a very gloomy outlook as regards the prospects of our trade organisations. Trade was very depressed and many were out of employment. Our union did not escape the scourge of bad times, and large numbers were on the donation benefit. Such contingencies militate against the work of organisation, especially in a union which has mainly to live upon a forward policy for the betterment of the conditions of railwaymen and has not attached to it any of those benefits which the older unions have, and which necessarily compel members to adhere to their organisations almost in spite of themselves.

The past year has not been so successful as could be desired, yet in face of the innumerable difficulties to be met with, it may not compare unfavourably with former years."

Associated Society of Locomotive Engineers and Firemen.

"On several companies' lines the men are working short time. It is not a question of long hours, as men are often short of a week's work, although they always have to be at the call of the companies. Several companies have granted concessions to their enginemen and firemen, and, if united, their conditions could be improved considerably, but so long as enginemen and firemen allow, and are influenced by, men who are not directly interested in their welfare, their condition will gradually get worse, and we hope they will, like all other branches of industry, combine with men of their own calling."

MISCELLANEOUS TRADES.

United Society of Brushmakers.

"The accounts which we now present to you show clearly that the year closing at the end of March, 1896, was by comparison a favourable year for the society, and it was only the incubus of debt contracted in recent years that gave a feeling of continued depression, which, as a matter of fact, did not exist, for nearly all the societies have expended less in unemployed benefit, and some considerably less; and in the few cases where this expenditure did increase, it was by small amounts only.

The dispute at Newcastle alone broke an otherwise peaceful year."

Glass Bottle Makers of Yorkshire.

Loss of Time and Unemployed Allowance.

"Table I. in the appendix [Quarterly Report, Glass Bottle Makers of Yorkshire] shows the number of weeks off work and amount of unemployed allowance paid by each branch during each quarter of the past year. The total number of weeks is 20,978 instalments, amounting to 6,907*l.* 6*s.* 6*d.* for the year, Table II. shows the number of weeks' aliment paid during each of the last five years, viz.:—63,405, amounting to 24,201*l.* 16*s.* 3*d.* But 63,405 payments to members as unemployed benefit in instalments of 9*s.*, 6*s.*, 5*s.*, and 2*s.* 6*d.* does not nearly represent the whole time lost by the workmen. For example, Tables I. and II. (pp. i and ii) show 5,183 weeks' instalments paid as unemployed allowance by Castleford Branch during the year 1895, but Mr. Wheater, the secretary, finds by his books for the first half-year, after deducting 40 members following other occupations and 30 superannuated, the remaining 424 men depending on the trade for a living had 6,256 weeks recorded off work, And for the second half year 431 members had 3,813 weeks off work, making a total for the year of 10,069, which gave an average of 23½ weeks per man. There was therefore a loss of 4,886 weeks' time in one branch for which no benefit was paid. And it must not be inferred that the 24,201*l.* 16*s.* 3*d.* paid as unemployed benefit is a premium for neglecting work. Such is not the case. Because if a workman absents himself from work without permission he is mulcted in a fine of 2*s.* 6*d.* for every offence which the society debits him with. And if he fails to work when required, even as a casual hand to fill up vacancies when hands are off, he forfeits—not, simply is suspended—but loses a month's allowance, and must hold himself in readiness to work when required. These benefits have been paid for purely communal and philanthropic purposes, having nothing whatever to do with trade disputes. The cause list of 1893, when the manufacturers saw fit to lock out the men for 16 weeks, hoping to starve them into submission, and enforce upon them a reduction which would have amounted to not less than 20 per

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cent. on their gross earnings, which, if forgiven, can never be forgotten, was given in June 1983 report, pp. 46–8, which represented 27,593½ weeks' aliment—15,537*l.* 14*s.*—for the Yorkshire district, the gross total for Lancashire, and Dublin included, being 35,922½ weeks—amounting to 20,307*l.* 3*s.*—a waste of the workmen's hard-earned savings for which the Yorkshire glass manufacturers must for ever be held responsible."

United Flint Glass Cutters' Society.

June 16th, 1895, to December 14th, 1895.

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"During the year we have had no disputes of any moment; our only anxiety has been the position of our members through the short time some were making at the earlier part of the year, and as we have already stated, the heavy average of unemployed."

National Union of Gasworkers and General Labourers of Great Britain and Ireland.

"You will see by the Central Fund Strike Account that, in spite of the many drawbacks we have had during the year, we have paid away 2,024*l.* 3*s.* 2*d.* in dispute pay to members during the year. Disputes have occurred in every one of our districts. The callings that have been affected, and the number of men involved, is shown in the 'Dispute List' at the end of this Report. 25*l.* have been granted to the Carmaux glass bottle workers, the details and cause of which dispute have been reported in the press, and a grant of 50*l.* has been made to the engineers of Belfast and the Clyde. This dispute, to my mind, was not so much because the employers objected to the very moderate demands made by the men, as it was against the power which the A. S. E. is wielding all over the country, the employers thinking that the time had arrived when the society could be successfully attacked with one united force."

National Amalgamated Union of Labour.

"As far as the work of the Union is concerned, it may be pointed out that there has been a very large gain as regards hours of labour, and this, of course, without a corresponding decrease in wages. This is eminently satisfactory, for there can be very little doubt that the economists are right who state that if the hours of labour are decreased, wages will increase, and consequently it is more to the interest of trade unionists to seek reduction in the hours of labour than to devote attention to small advances."